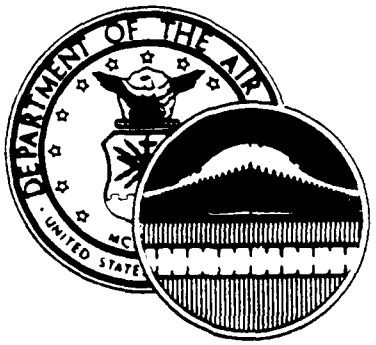

UNITED STATES AIR FORCE

OCCUPATIONAL SURVEY REPORT SUPPLEMENT

AIR FORCE RESERVE COMPONENT
AVIONIC COMMUNICATION AND NAVIGATION SYSTEMS

AFSC 455X2 (FORMERLY 328X0 AND 328X1)

AFPT 90-328-818/819

JUNE 1989

OCCUPATIONAL ANALYSIS PROGRAM
USAF OCCUPATIONAL MEASUREMENT CENTER
AIR TRAINING COMMAND
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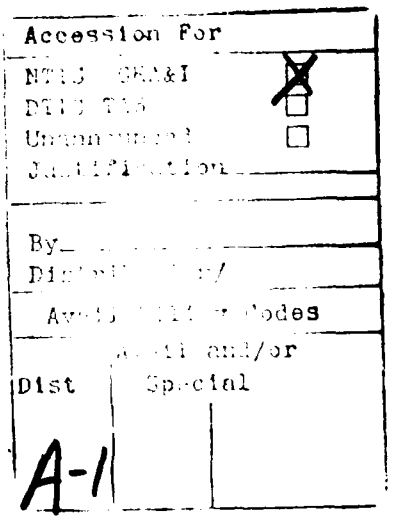

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PREFACE

This report presents the results of an Air Force occupational survey of the Avionic Communications (AFSC 328X0) and Avionic Navigation Systems (AFSC 328X1) career ladders for Air Force Reserve Component personnel in the USAF Reserve and the Air National Guard. Authority for conducting specialty surveys is contained in AFR 35-2. Computer products used in this report are available for use by operations and training officials.

The Air Force Occupational Survey Program has been in existence since 1956, when initial research was undertaken by the Human Resources Laboratory (HRL) to develop a methodology for gathering and analyzing occupational information. In 1967, an occupational survey program was established within the Air Training Command and surveys were produced annually for 12 enlisted specialties. In 1972, the program was expanded to conduct occupational surveys covering 51 career ladders annually. In late 1976, the program was again expanded to include the survey of officer utilization fields, to permit special management applications projects, and to support interservice or joint service occupational analysis.

Mr William C. Cosgrove, Occupational Analyst, developed the survey instrument for AFSC 328X0, and Second Lieutenant Wendy Limbaugh, Occupational Analyst, developed the survey instrument for AFSC 328X1. Mr Cosgrove analyzed the survey data and wrote the final report. Technical Sergeant Joe Seitz and Ms Olga Velez provided computer programming support, and Mr Richard Ramos provided administrative support. This report has been reviewed and approved for release by Lieutenant Colonel Charles D. Gorman, Chief, Airman Analysis Branch, Occupational Analysis Division, USAF Occupational Measurement Center.

Copies of this report are distributed to Air Staff sections, major commands, and other interested training and management personnel. Additional copies may be requested from the USAF Occupational Measurement Center, Attention: Chief, Occupational Analysis Division (OMY), Randolph AFB, Texas 78150-5000.

BOBBY P. TINDELL Colonel, USAF
Commander
USAF Occupational Measurement Center

JOSEPH S. TARTELL
Chief, Occupational Analysis Division
USAF Occupational Measurement Center

SUMMARY OF RESULTS

1. Survey Coverage: Inventory booklets were distributed to USAF Reserve and Air National Guard (ANG) personnel in the Avionic Communications (AFSC 328X0) and Avionic Navigation Systems (AFSC 328X1) career ladders during the winter and spring of 1988. Twenty-nine percent of the USAF Reserve Avionic Communications personnel and 37 percent of the ANG Avionic Communications personnel responded to the survey and comprise the AFSC 328X0 survey samples. The AFSC 328X1 survey samples include 36 percent of the USAF Reserve Avionic Navigation Systems personnel and 42 percent of the ANG Avionic Navigation Systems personnel.

2. Career Ladder Structure: Both the USAF Reserve and the ANG Communications (AFSC 328X0) survey samples had two separate jobs identified. One was directly involved with the performance of technical duties and tasks within the career ladder, while the other consisted of supervisory duties and tasks. Jobs from the Avionic Navigation Systems (AFSC 328X1) survey data broke out slightly differently for the USAF Reserve and the ANG. Three jobs were identified for the USAF Reserve: a general maintenance technically-oriented job, a supervisory job, and a quality assurance inspector job. The ANG survey data produced four jobs. Three are the same as the USAF Reserve jobs, with the fourth being a Maintenance Controller. All jobs identified have counterparts in the Active-duty Military survey.

3. Career Ladder Progression: The 3- and 5-skill level jobs were quite technical in nature. Seven-skill level members continue to perform the same technical duties, while reporting some increase in responsibility for supervisory and managerial duties.

4. Training Analysis: Due to the RIVET WORKFORCE merger of AFSCs 328X0 and 328X1 into AFSC 455X2 in October 1988, the three Specialty Training Standards (STS) developed for that AFSC were analyzed. The USAF Reserve and ANG data were compared to the elements of all three STSs. Data for these two groups supported all three documents, and even supported a number of elements not supported by the Active-duty Military sample data. Survey data were also compared to the 45532 POI and more elements of the POI were supported than had been by the Active-duty Military data.

5. Additional Issues: The ANG Bureau requested that information concerning enlistment and reenlistment incentives be gathered on Air National Guardsmen. The majority of ANG personnel sampled had not received any specific incentive to join the ANG. The majority of those who did receive an incentive indicated they would have joined the ANG even without the incentive. Civilian job considerations was the major reason given for not remaining in the ANG.

6. Implications: Full-time USAF Reserve and ANG personnel perform some of the same jobs as their Active-duty Military counterparts. USAF Reserve and ANG survey data support the training documents and personnel from these components should be consulted before changes are made. Surveying Air Force

Reserve component personnel is feasible and should be considered where training has a definite impact. Survey administration should be controlled through unit distribution.

SUPPLEMENTAL OCCUPATIONAL SURVEY REPORT
RESERVE COMPONENT PERSONNEL
AVIONIC COMMUNICATIONS AND NAVIGATION SYSTEMS CAREER LADDERS
(AFSC 328X0 AND AFSC 328X1)

INTRODUCTION

This is a report on the occupational survey of Air Force Reserve Component (USAF Reserve and Air National Guard (ANG)) personnel in the Avionic Communications (AFSC 328X0) and Avionic Navigation Systems (AFSC 328X1) career ladders completed by the USAF Occupational Measurement Center (USAFOMC) in March 1989. This report is a supplement to the Active-duty Military Occupational Survey Report (OSR) of the Avionic Communications and Navigation Systems career ladders published in March 1989. These surveys were requested by the 3300th Technical Training Wing, Keesler Technical Training Center, to obtain current task and equipment data for use in evaluation of each career ladder training program. A RIVET WORKFORCE-directed merger of these two career ladders with the Doppler portion of AFSC 328X4 into the new Communication and Navigation Systems career ladder (AFSC 455X2) and the combining of their training programs, on 31 October 1988, dictated the results of the two surveys be reported in one report.

These surveys mark the first time that all traditional and full-time Air Force Reserve Component (USAF Reserve and ANG) personnel of any career ladder were included in an occupational survey. Full-time Air Force Reserve Component personnel participated in an earlier Corrosion Control Occupational Survey. The inclusion of Air Force Reserve Component personnel in these surveys was requested by the ANG Bureau with the concurrence of Headquarters, USAF Reserve Components. The rationale for inclusion of Air Force Reserve Component personnel in these occupational surveys was to gather data on them as separate groups, analyze their responses just as the Active-duty Military responses are analyzed, and determine whether there are discernible differences between Active-duty Military personnel and Air Force Reserve Component personnel. Results of these surveys and those from the earlier AFSC 427X1, Corrosion Control survey, will help determine the feasibility and methodology for surveying USAF Reserve and Air National Guard personnel in the future.

Background

USAF Reserve and ANG personnel have held Avionic Communications and Avionic Navigation Systems AFSCs since the career fields were established in 1951. Avionic Communications (AFSC 328X0) personnel provide their organizations with overall maintenance support for avionic communications equipment and test equipment. The Avionic Navigation Systems (AFSC 328X1) airmen maintain avionic navigation systems equipment and related test equipment for their units.

Entry into these career ladders for USAF Reserve and ANG personnel occurred in at least two ways. One was where individuals joined from Active-duty Military already qualified in the AFSC. Another was where individuals entered the USAF Reserve or ANG from civilian life and were selected to attend the appropriate technical training school. Completion of the training school qualified the airmen as 3-skill level personnel in their respective fields.

Additional information concerning the backgrounds of these AFSCs can be found in the Background section of the Active-duty Military OSR.

SURVEY METHODOLOGY

Inventory Development

Data for these surveys were collected using USAF Job Inventory AFPT 90-328-417 (October 1987) for AFSC 328X0 and USAF Job Inventory AFPT 90-328-819 (October 1987) for AFSC 328X1. The development of each inventory is described in more detail in the Inventory Development section of the Active-duty Military OSR. At least two of the subject-matter experts interviewed were members of the USAF Reserve.

Specific questions were added to the background section of the job inventory booklets of each AFSC to help identify USAF Reserve and ANG personnel and their duty status. At the request of the ANG Bureau, questions concerning retention of ANG personnel were also included. Data gathered on these questions are discussed in the ADDITIONAL ISSUES section of this report.

Survey Administration

From December 1987 through April 1988, while Consolidated Base Personnel Offices at operational bases worldwide were administering the respective surveys to Avionic Communications and Navigations Systems Active-duty Military personnel, USAF Reserve and ANG personnel were also completing the Job Inventories at home. Unlike the first survey of Air Force Reserve Component personnel in the Corrosion Control Career Ladder (AFSC 427X1), where the job inventories were sent to points of contact at the individual's unit, these job inventories were sent directly to the individual at his or her home address. Names and home addresses of the Air Force Reserve Component participants came from computer-generated mailing lists provided by the Air Force Military Personnel Center (AFMPC), Randolph Air Force Base, Texas.

All individuals who filled out an inventory first completed an identification and biographical information section. Next, they answered questions in the background portion of the inventory, where USAF Reserve and ANG personnel answered additional questions not required to be answered by Active-duty Military personnel. They were then directed to go through the booklet and check each task performed in their current job. Finally, they were asked to go back and rate each task they had checked using a 9-point scale reflecting relative

time spent on each task compared to all other tasks. Ratings ranged from 1 (indicating a very small amount of time spent) to 9 (indicating a very large amount of time spent). The relative time spent on tasks was computed by first totaling all rating values on the inventory. Then the rating value for each task was divided by this total and the result multiplied by 100. The percent time spent ratings were used with the percent members performing values to help describe the various groups in the career ladder.

Survey Sample

All Air Force Reserve Component personnel in each career ladder whose name and address were on the AFMPC listings were provided survey booklets. An accompanying letter explained the survey and requested that the addressee complete and return the booklet to USAFOMC in a preaddressed postage paid envelope provided.

Tables 1 and 2 show the number of USAF Reserve personnel in the survey sample of each AFSC. Tables 3 and 4 provide similar information for the ANG survey samples. The 141 USAF Reserve respondents in the AFSC 328X0 survey represent approximately 29 percent of those eligible, while in the AFSC 328X1 survey the 168 individuals represent approximately 36 percent of the eligible personnel. The 190 ANG participants in the AFSC 328X0 survey represent approximately 37 percent of the eligible personnel and in the AFSC 328X1 survey the 266 airmen are approximately 42 percent of those eligible. These survey sample percentages are not as favorable as those for the Active-duty Military samples reported in the Active-duty Military OSR. They are also not as high as a previous Air Force Reserve Component survey of the Corrosion Control career ladder (AFSC 427X1) where the samples were 51 percent for the USAF Reserve personnel and 52 percent for the ANG. The reason for this reduced percentage of returns appears to be the result of not having the surveys go through a unit for control purposes, as the Active-Duty Military surveys and the previous Air Force Reserve Component survey did. It should be noted, however, that the samples, while comparatively low, are adequate for analysis.

Table 5 shows the percentage of survey respondents by command for the Communications survey and Table 6 gives the same type of information for the Navigations Systems survey. Table 7 provides selected background data for both USAF Reserve and ANG personnel in the Communications surveys and Table 8 shows similar data for both components in the Navigation Systems surveys. Although many of the respondents in each survey work for their specific component full-time in a civilian capacity (i.e., Air Reserve Technicians (ART), Air Guard Reserve (AGR), or Air National Guard Technician (ANGT)), they are also military members of that component. The surveys were designed to gather data about the individuals as military personnel and no civilian grade structure was included. The traditional Reservist or Guardsman are those personnel who do not work full-time for their components, but perform on a part-time basis at unit drills.

TABLE 1

PERSONNEL CATEGORIES OF USAF RESERVE SAMPLE
(AFSC 328X0)

CATEGORY	NUMBER ASSIGNED	NUMBER IN SAMPLE	PERCENT OF ASSIGNED
AIR RESERVE TECHNICIAN	118	45	38%
TRADITIONAL RESERVIST	372	96	26%
TOTAL	490	141	29%
UNIT RESERVIST	459	130	28%
IMA RESERVIST	31	11	36%
TOTAL	490	141	29%

TABLE 2

PERSONNEL CATEGORIES OF USAF RESERVE SAMPLE
(AFSC 328X1)

CATEGORY	NUMBER ASSIGNED	NUMBER IN SAMPLE	PERCENT OF ASSIGNED
AIR RESERVE TECHNICIAN	156	81	52%
TRADITIONAL RESERVIST	314	87	28%
TOTAL	470	168	36%
UNIT RESERVIST	454	161	36%
IMA RESERVIST	16	7	44%
TOTAL	470	168	36%

TABLE 3

PERSONNEL CATEGORIES OF AIR NATIONAL GUARD SAMPLE
(AFSC 328X0)

CATEGORY	NUMBER ASSIGNED	NUMBER IN SAMPLE	PERCENT OF ASSIGNED
AIR NATIONAL GUARD TECHNICIAN	170	81	48%
TRADITIONAL GUARDSMEN	339	104	31%
ACTIVE GUARD RESERVE	7	5	71%
TOTAL	516	190	37%

TABLE 4

PERSONNEL CATEGORIES OF AIR NATIONAL GUARD SAMPLE
(AFSC 328X1)

CATEGORY	NUMBER ASSIGNED	NUMBER IN SAMPLE	PERCENT OF ASSIGNED
AIR NATIONAL GUARD TECHNICIAN	234	127	54%
TRADITIONAL GUARDSMEN	390	123	32%
AIR GUARD RESERVE	16	16	100%
TOTAL	640	266	42%

TABLE 5

COMMAND DISTRIBUTION OF AFSC 328X0
RESERVE COMPONENT PERSONNEL
(PERCENT OF SAMPLE)

COMMAND	USAF RESERVE	AIR NATIONAL GUARD
TAC	16	53
SAC	9	17
MAC	62	26
AFRES	9	0
OTHER	4	4

TOTAL USAF RESERVE SURVEYED = 490
TOTAL USAF RESERVE IN SAMPLE = 141
PERCENT SURVEYED IN SAMPLE = 29%

TOTAL AIR NATIONAL GUARD SURVEYED = 516
TOTAL AIR NATIONAL GUARD IN SAMPLE = 190
PERCENT SURVEYED IN SAMPLE = 37%

TABLE 6

COMMAND DISTRIBUTION OF AFSC 328X1
RESERVE COMPONENT PERSONNEL
(PERCENT OF SAMPLE)

COMMAND	USAF RESERVE	AIR NATIONAL GUARD
TAC	10	50
SAC	5	16
MAC	63	33
AFRES	20	0
OTHER	2	1

TOTAL USAF RESERVE SURVEYED = 470
TOTAL USAF RESERVE IN SAMPLE = 168
PERCENT SURVEYED IN SAMPLE = 36%

TOTAL AIR NATIONAL GUARD SURVEYED = 640
TOTAL AIR NATIONAL GUARD IN SAMPLE = 266
PERCENT SURVEYED IN SAMPLE = 42%

TABLE 7

SELECTED BACKGROUND DATA FOR
MEMBERS OF 328X0 SURVEY SAMPLE

	USAF RESERVE	AIR NATIONAL GUARD
NUMBER IN GROUP	141	190
GRADE (PERCENT OF SAMPLE)		
E-1 THRU E-3	3%	5%
E-4	4%	12%
E-5	45%	30%
E-6	31%	37%
E-7	17%	16%
DAFSC (PERCENT OF SAMPLE)		
32830	3%	2%
32850	36%	44%
32870	61%	54%
PERCENT SUPERVISING	40%	30%
PERCENT PERSONNEL CATEGORIES		
AIR RESERVE TECHNICIAN	33%	
TRADITIONAL RESERVIST	67%	
AIR NATIONAL GUARD TECHNICIAN		43%
TRADITIONAL GUARDSMEN		55%
AIR GUARD RESERVE (AGR)		2%
AVERAGE NUMBER OF TASKS PERFORMED	325	321

TABLE 8

SELECTED BACKGROUND DATA FOR
MEMBERS OF 328X1 SURVEY SAMPLE

	USAF RESERVE	AIR NATIONAL GUARD
NUMBER IN GROUP	168	266
GRADE (PERCENT OF SAMPLE)		
E-1 THRU E-3	2%	5%
E-4	4%	14%
E-5	34%	27%
E-6	43%	32%
E-7	16%	22%
DAFSC (PERCENT OF SAMPLE)		
32830	3%	3%
32850	43%	40%
32870	54%	56%
PERCENT SUPERVISING	40%	59%
PERCENT PERSONNEL CATEGORIES		
AIR RESERVE TECHNICIAN	48%	
TRADITIONAL RESERVIST	52%	
AIR NATIONAL GUARD TECHNICIAN		48%
TRADITIONAL GUARDSMEN		46%
AIR GUARD RESERVE (AGR)		6%
AVERAGE NUMBER OF TASKS PERFORMED	361	301

SPECIALTY JOBS
(Career Ladder Structure)

A USAF occupational analysis begins with an examination of the career ladder structure of jobs performed by personnel of the AFSC. Each individual in the sample performs a set of tasks, called a job. For the purpose of organizing individual jobs into similar units of work, an automated job clustering program is used. This hierarchical grouping program is a basic part of the Comprehensive Occupational Data Analysis Program (CODAP) system for job analysis. Each individual job description (all the tasks performed by that individual and the relative amount of time spent on those tasks) in the sample is compared to every other job description in terms of tasks performed and the relative amount of time spent on each task in the job inventory. The automated system is designed to locate the two job descriptions with the most similar tasks and percent time ratings and combine them to form a composite job description. In successive stages, new members are added to initial groups or new groups are formed based on the similarity of tasks performed and similar time ratings in the individual job descriptions.

The basic identifying group used in the hierarchical job structuring process is the job. When there is a substantial degree of similarity between jobs, they are grouped together and identified as a job cluster. Specialized jobs, too dissimilar to fit within a job cluster, are labeled independent jobs. The job structure information resulting from this grouping process (the various jobs within the career ladder) can be used to evaluate the accuracy of career ladder documents (AFR 39-1 Specialty Descriptions and Specialty Training Standards) and to gain a better understanding of current utilization patterns. The above terminology will be used in the discussion of career ladder structures.

Overview of Specialty Jobs

Each AFSC was administered separately, providing two distinct data files. The USAF Reserve and ANG data relating to each AFSC were also separated into unique files. This created, in effect, four separate and distinct groups to analyze. The jobs for each of the four groups are individually discussed. Information for each AFSC, displayed in tabular form, will however, include USAF Reserve and Air National Guard data. When appropriate, Active-duty Military data will also be displayed for comparison analysis.

Within the respective component subparagraphs, each job will include a stage (STG) number shown beside the title which is a reference to computer printed information. The number of personnel in each job (N) is also shown. The jobs described in the following subparagraphs are all part of the overall Avionic Communications or Navigation Systems career ladders. For the sake of brevity, "Avionic Communications" or "Avionic Navigation Systems" is assumed to be an element of each job title in the respective sections and will not be included in the job titles identified.

Avionic Communications (AFSC 328X0) Job Structures

Table 9 shows the relative time spent in each duty for the Avionic Communications (AFSC 328X0) job groups of both the USAF Reserve and ANG. Table 10 provides selected background data for AFSC 328X0 jobs found in both the USAF Reserve and ANG.

USAF Reserve Specialty Jobs: Survey data for AFSC 328X0 USAF Reserve personnel show a career ladder with two distinct jobs. One is a job cluster with technical AFSC-specific responsibilities for the maintenance of avionic communications equipment within their organizations. The second is a supervisor job with very little technical responsibilities. Appendix A contains task listings for the jobs performed by USAF Reserve personnel within AFSC 328X0.

Based on task similarity and relative time spent, the two jobs performed by USAF Reserve 328X0 personnel are illustrated in Figure 1 and are described below. These two jobs represent 91 percent of the survey population, with the remaining 9 percent performing tasks which did not group them into a specific job or with either defined job.

I. GENERAL MAINTENANCE TECHNICIAN CLUSTER (STG008, N=118). This job cluster is the technical AFSC-specific job with broad responsibilities in the avionic communications maintenance area and includes 84 percent of the sample. Both flightline and field shop tasks are inherent in this job. The average number of tasks for this job (192) exemplifies a wide range. Thirty-six percent of the relative time is spent on the Ultra High Frequency (UHF) radio, Interphone, and High Frequency (HF) radio systems. Another 21 percent is spent on general avionic systems maintenance, with 8 percent devoted to administrative tasks. Eight other communications systems account for 23 percent of the relative time spent. Three percent of the relative time is spent on each of the flightline and field shop maintenance of navigation systems, and the remaining time is distributed among the other duties. Table 11 provides examples of tasks representative of this job.

There are three subgroups in this job cluster. All subgroups work on the same systems, but differ as to the relative time spent working on those systems. As an example, personnel in each of the three subgroups report maintaining UHF Radio Systems (Duty G), but their average percent of relative time spent differs and is 11, 20, and 18.

Members of this job cluster report an average grade of E-5 with 56 percent having a 7-skill level DAFSC. Thirty-two percent of the incumbents are full-time personnel, with 68 percent coming from the Traditional Reservist ranks.

II. SUPERVISOR (STG019, N=10). This job, with 7 percent of the sample population, provides nontechnical supervision for this career ladder in the USAF Reserves and has responsibility for organizing, planning, administrating, evaluating, inspecting, directing, implementing, and training functions.

TABLE 9

RELATIVE PERCENT TIME SPENT PERFORMING DUTIES
ACROSS AVIONIC COMMUNICATIONS JOB GROUPS
(AFSC 328X0)

DUTIES	USAF RES GENERAL MAINT TECHN	ANG GENERAL MAINT TECHN	ACT-DTY GENERAL MAINT TECHN	USAF RES SUPVR	ANG SUPVR	ACT-DTY SUPVR
A ORGANIZING AND PLANNING	1	1	1	10	11	9
B DIRECTING AND IMPLEMENTING	2	2	2	15	16	14
C INSPECTING AND EVALUATING	1	1	1	16	16	15
D TRAINING	2	2	2	16	18	11
E PERFORMING ADMINISTRATIVE FUNCTIONS	8	9	10	26	31	28
F PERFORMING GENERAL AVIONIC SYSTEMS MAINTENANCE	21	21	21	5	3	8
G MAINTAINING ULTRA HIGH FREQUENCY (UHF) RADIO SYSTEMS	14	17	13	1	2	4
H MAINTAINING VERY HIGH FREQUENCY (VHF) AMPLITUDE AND FREQUENCY MODULATED (AM/FM) RADIO SYSTEMS	6	6	7	1	1	1
T MAINTAINING VERY HIGH FREQUENCY (VHF) AMPLITUDE MODULATED (AM) RADIO SYSTEMS	3	3	3	*	*	*
J MAINTAINING VERY HIGH FREQUENCY (VHF) FREQUENCY MODULATED (FM) RADIO SYSTEMS	2	2	3	1	*	*
K MAINTAINING HIGH FREQUENCY (HF) RADIO SYSTEMS	11	7	10	3	*	*
L MAINTAINING INTERPHONE SYSTEMS	11	11	11	1	1	3
M MAINTAINING PUBLIC ADDRESS (PA) SYSTEMS	3	1	3	1	*	2
N MAINTAINING ULTRA HIGH FREQUENCY (UHF) DIRECTION FINDER (DF) AND S-BAND SYSTEMS	2	3	2	*	*	*
O MAINTAINING CRASH POSITIONING, EMERGENCY LOCATING, AND UNDERWATER BEACON SYSTEMS	5	1	5	*	*	2
P MAINTAINING EMERGENCY RADIOS (ER)	1	1	1	*	*	*

* Denotes less than 1 percent

TABLE 9 (CONTINUED)

RELATIVE PERCENT TIME SPENT PERFORMING DUTIES
ACROSS AVIONIC COMMUNICATIONS JOB GROUPS
(AFSC 328X0)

DUTIES	USAF RES GENERAL MAINT TECHN	ANG GENERAL MAINT TECHN	ACT-DTY GENERAL MAINT TECHN	USAF RES SUPVR	ANG SUPVR	ACT-DTY SUPVR
Q MAINTAINING SUPER HIGH FREQUENCY (SHF) SATELLITE RECEIVER TIMING SYSTEMS	*	*	*	*	*	*
R MAINTAINING COCKPIT VOICE RECORDER AND SECURE VOICE SYSTEMS	1	*	2	*	*	1
S MAINTAINING AIR FORCE SATELLITE COMMUNICATION (AFSATCOM) SYSTEMS	*	*	*	*	*	*
T MAINTAINING AIRCRAFT INTRUSION DETECTION (AID) AND TOW TEAM WARNING SYSTEMS (TTWS)	*	*	*	*	*	*
U MAINTAINING DATA LINK CONTROL SYSTEMS	*	*	*	*	*	*
V PERFORMING CREW CHIEF CROSS UTILIZATION TRAINING (CUT) DUTIES	1	1	1	*	*	4
W PERFORMING INTERMEDIATE (FIELD SHOP) AVIONIC NAVIGATION MAINTENANCE CROSS UTILIZATION FUNCTIONS	3	6	3	*	*	*
X PERFORMING ORGANIZATIONAL (FLIGHTLINE) AVIONIC NAVIGATION MAINTENANCE CROSS UTILIZATION FUNCTIONS	3	6	*	*	*	3

* Denotes less than 1 percent

TABLE 10

SELECTED BACKGROUND DATA FOR MEMBERS OF AFSC 328X0 JOB GROUPS

BACKGROUND CATEGORY	USAF RESERVE		AIR NATIONAL GUARD	
	GENERAL MAINTENANCE TECHNICIAN	SUPERVISOR	GENERAL MAINTENANCE TECHNICIAN	SUPERVISOR
NUMBER IN GROUP	118	10	173	6
PERCENT OF TOTAL SAMPLE	84%	7%	91%	3%
PERCENT IN CONUS	99%	100%	98%	83%
DAFSC DISTRIBUTION				
32830	3%		3%	
32850	41%		45%	
32870	56%	100%	52%	100%
PAYGRADE DISTRIBUTION				
E-1 THRU E-3	3%		5%	
E-4	3%		13%	
E-5	50%		31%	
E-6	35%	10%	38%	
E-7	9%	90%	13%	100%
AVERAGE MONTHS IN CAREER FIELD	82	150	110	189
PERCENT FIRST ENLISTMENT	15%	10%	32%	33%
PERCENT SUPERVISING	40%	100%	26%	100%
AVERAGE NUMBER OF TASKS PERFORMED	192	95	195	89
PERCENT AIR RESERVE TECHNICIAN	32%	60%		
PERCENT TRADITIONAL RESERVIST	68%	40%		
PERCENT ANG TECHNICIAN			43%	67%
PERCENT TRADITIONAL GUARDSMEN			54%	33%
PERCENT AIR GUARD RESERVE			3%	

AVIONIC COMMUNICATIONS JOBS
USAF RESERVE
(AFSC 328X0)

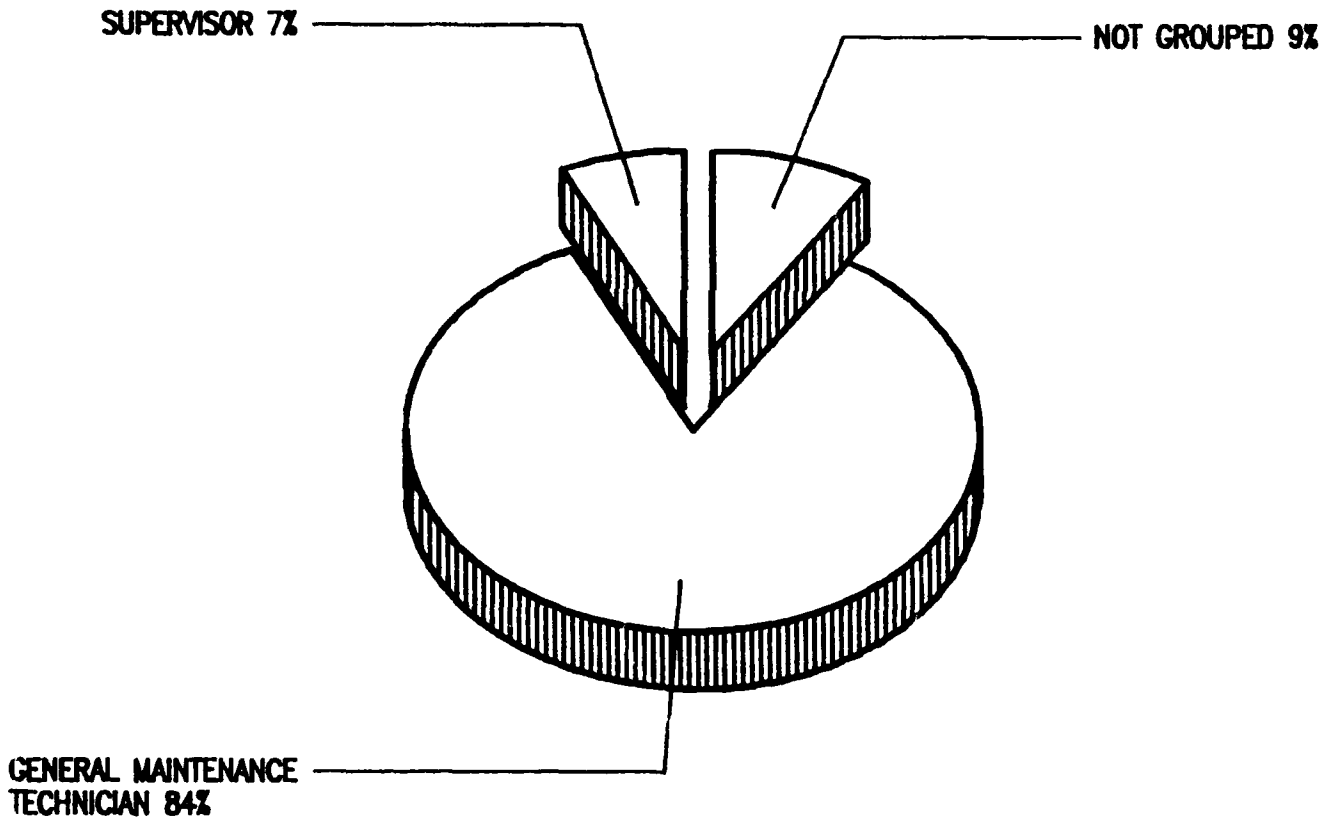

FIGURE 1

TABLE 11

EXAMPLES OF TASKS PERFORMED BY
AFSC 328X0 GENERAL MAINTENANCE TECHNICIANS
(PERCENT MEMBERS PERFORMING)

TASK	TASK STATEMENT	USAF RESERVE (N=118)	AIR NATIONAL GUARD (N=173)	ACT-DTY* MILITARY (N=492)
F164	CLEAN COMPONENTS OR PARTS	87	94	97
F201	SOLDER AVIONIC SYSTEM WIRING	90	94	97
L404	OPERATIONALLY CHECK INTERPHONE SYSTEMS	88	96	97
G232	ISOLATE MALFUNCTIONS IN UHF SYSTEMS	92	96	96
G218	BENCH CHECK UHF RECEIVER-TRANSMITTERS	93	95	96
L407	REMOVE OR REPLACE INTERPHONE CONTROL BOXES	88	96	95
F199	SAFETY WIRE AVIONIC SYSTEM LRU	91	95	95
F163	BENCH CHECK AVIONIC SYSTEMS MOCKUP LRU	94	92	95
F203	TEST CONTINUITY OF COAXIAL CABLES	92	94	95
G252	REMOVE OR REPLACE UHF RECEIVER-TRANSMITTERS	91	95	94

* Sorted on Active-Duty Military

AVERAGE NUMBER OF TASKS PERFORMED USAF RESERVE-192
AVERAGE NUMBER OF TASKS PERFORMED AIR NATIONAL GUARD - 195
AVERAGE NUMBER OF TASKS PERFORMED ACTIVE-DUTY MILITARY - 195

Eighty-three percent of the relative time of this job is taken up with tasks in those functional areas. Even though this job is not technically oriented, 5 percent of the relative time is spent performing general avionic systems maintenance tasks, with the remaining 12 percent spread over the communications maintenance responsibilities of the career ladder. The average grade for the incumbents is E-7, with 100 percent of them having a 7-skill level. Sixty percent report being full-time personnel and 40 percent report being Traditional Reservists. Typical tasks of the 95 average performed are reflected in Table 12.

ANG Specialty Jobs: Survey data for ANG airmen with AFSC 328X0 show a career ladder with the same two jobs found in the USAF Reserve sample. These two jobs represent 94 percent of the survey population, with the remaining 6 percent performing tasks which did not group them with either defined job or each other. Task listings for these jobs are contained in Appendix B. The two jobs performed by ANG Communications personnel are illustrated in Figure 2 and described below.

I. GENERAL MAINTENANCE TECHNICIAN CLUSTER (STG008, N=173). This job cluster, with 91 percent of the ANG sample, is the technical AFSC-specific job with broad responsibilities in the avionic communications maintenance area. The average number of tasks performed (195) indicates a broad job which includes responsibility of both flightline and field shop tasks. Thirty-five percent relative time was spent on the UHF radio, Interphone, and HF radio systems with another 21 percent spent on general avionic systems maintenance and 9 percent devoted to administrative tasks. Seven other communications systems account for 17 percent of the relative time spent. Seven percent of the relative time is spent on cross utilization tasks, with the last 9 percent of the relative time spread among the remaining duties. The tasks representative of this job cluster are the same as those for the Active-duty Military and USAF Reserve jobs (Table 11).

There are four subgroups in this job cluster. They differ because of the amount of time reported on the different systems. All of the same systems are maintained by each subgroup, but the relative time spent on them varies. An example is Duty L, Maintaining Interphone Systems, where the survey data reflects the percentages of relative time spent by the incumbents of the subgroups as 10, 20, 13, and 9.

Members of this job cluster report an average grade of E-6 with 52 percent having a 7-skill level DAFSC. Fifty-four percent of the incumbents are Traditional Guardsmen, with 46 percent coming from full-time ANG Technician (43 percent) and Air Guard Reserve (3 percent) ranks.

II. SUPERVISOR (STG019, N=6). This job provides the nontechnical supervision of ANG AFSC 328X0 personnel, representing 3 percent of the sample. Ninety-two percent of the relative time of this job is spent on tasks in the areas of organizing, planning, administration, evaluating, inspecting, directing, implementing, and training. These supervisors spend only 8 percent of

TABLE 12

EXAMPLES OF TASKS PERFORMED BY
AFSC 328X0 SUPERVISORS
(PERCENT MEMBERS PERFORMING)

TASK	TASK STATEMENT	USAF RESERVE (N=10)	AIR NATIONAL GUARD (N=6)	ACT-DTY* MILITARY (N=101)
B18	COUNSEL PERSONNEL	100	100	98
E143	ORIENT NEWLY ASSIGNED PERSONNEL	90	100	96
A4	DETERMINE WORK PRIORITIES	80	100	91
B37	INTERPRET POLICIES FOR SUBORDINATES	80	83	88
C58	INSPECT COMPLETED JOBS	100	100	87
B38	WRITE CORRESPONDENCE	90	100	86
E115	LOCATE MAINTENANCE INFORMATION IN TECHNICAL PUBLICATIONS	70	83	86
A16	SCHEDULE WORK ASSIGNMENTS	100	83	83
E116	LOCATE PART OR STOCK NUMBERS IN TECHNICAL PUBLICATIONS	80	80	83
B19	DIRECT FIELD SHOP MAINTENANCE ACTIVITIES	90	100	79

* Sorted on Active-Duty Military

AVERAGE NUMBER OF TASKS PERFORMED USAF RESERVE-93
AVERAGE NUMBER OF TASKS PERFORMED AIR NATIONAL GUARD - 89
AVERAGE NUMBER OF TASKS PERFORMED ACTIVE-DUTY MILITARY - 130

AVIONIC COMMUNICATIONS JOBS
AIR NATIONAL GUARD
(AFSC 328X0)

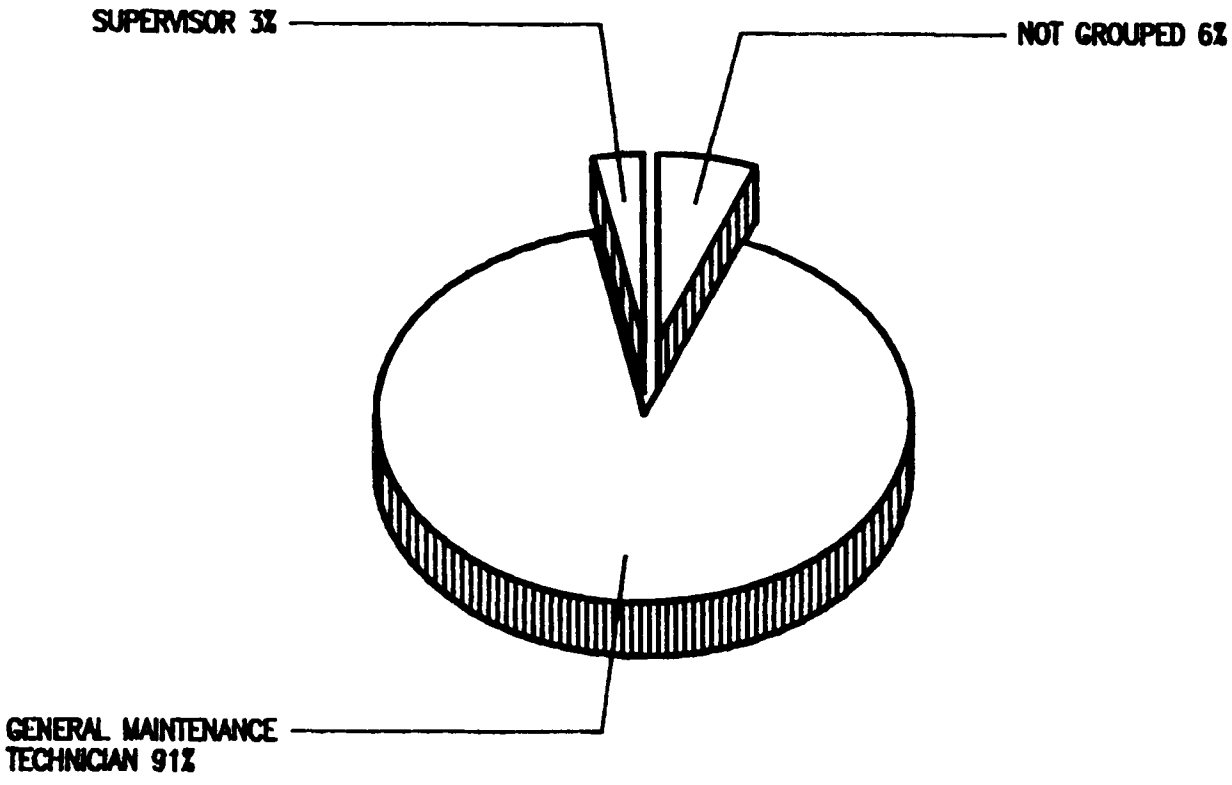

FIGURE 2

their time on tasks related to the technical aspects of the career ladder. The grade for the incumbents is E-7, with 100 percent of them having a 7-skill level. Sixty-seven percent report being full-time personnel and 33 percent are Traditional Guardsmen. Typical tasks of the 89 average tasks performed are shown in Table 12.

Component Comparisons: One of the major reasons to include USAF Reserve and ANG personnel in the Avionic Communications survey was to determine if the personnel of each component are doing the same work as each other and if they are doing the same types of jobs. The two jobs performed by USAF Reserve personnel appear to be the same as those performed by ANG personnel and are basically the same as the two jobs, with the same titles, found in the Active-duty Military OSR. As reflected in Table 9, the percentages of relative time spent on duties are extremely close and supports the premise that the jobs are the same. The tasks performed by personnel in each component job listed have very similar percent members performing statistics (Tables 11 and 12). This is also a strong indication that the airmen in the Active-duty Military, the USAF Reserve, and the ANG samples perform these two jobs in common.

Avionic Navigation Systems (AFSC 328X1) Job Structures

Table 13 reflects the relative time spent in each duty for the Avionic Navigation Systems (AFSC 328X1) job groups of both the USAF Reserve and ANG. Table 14 shows selected background data for AFSC 328X1 jobs found in both the USAF Reserve and ANG.

USAF Reserve Job Specialty Jobs: Responses from USAF Reserve 328X1 personnel in the survey sample indicate a career ladder with three jobs. Analysis identified one job cluster and two independent jobs. The job cluster is technical in nature and AFSC-specific. The other two jobs are supervisory and administrative, with limited technical tasks performed.

These three jobs represent 93 percent of the sample population, with the remaining 7 percent performing tasks which did not group them with either defined job or each other. Based on task similarity and relative time spent, the division of jobs performed by AFSC 328X1 personnel is illustrated in Figure 3, and a description of each job is provided below. Appendix C contains task listings for the jobs performed by USAF Reserve personnel within AFSC 328X1.

I. GENERAL MAINTENANCE TECHNICIAN CLUSTER (STG015, N=139). This is the AFSC-specific core job and is performed by the largest single group of 328X1 USAF Reserve personnel, representing 83 percent of the survey sample. This job has a wide variety of tasks performed, comprising the full range of career ladder functions, on both the flightline and in the field shop. Personnel holding this job report that almost 70 percent of their time is spent maintaining 11 navigation systems, with the preponderance of that time on Airborne Identification, Search and Weather Radar, Tactical Air Navigation Systems, and

TABLE 13

RELATIVE PERCENT TIME SPENT PERFORMING DUTIES
ACROSS AVIONIC NAVIGATION SYSTEMS JOB GROUPS
(AFSC 328X1)

DUTIES	USAF RES GENERAL MAINT TECHN	ANG GENERAL MAINT TECHN	ACT-DTY GENERAL MAINT TECHN	USAF RES SUPVR	ANG SUPVR	ACT-DTY SUPVR
A ORGANIZING AND PLANNING	1	1	1	15	16	18
B DIRECTING AND IMPLEMENTING	1	1	1	11	17	14
C INSPECTING AND EVALUATING	1	1	1	17	18	16
D TRAINING	1	1	1	13	16	10
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	4	5	5	21	24	19
F PERFORMING ASSIST TASK QUALIFICATION TRAINING (ATQT) DUTIES	2	2	2	2	1	2
G PERFORMING GENERAL AVIONIC SYSTEMS MAINTENANCE	12	13	13	8	3	7
H MAINTAINING AVIONIC SYSTEM MOCKUPS	3	4	5	2	*	1
I MAINTAINING VARIABLE OMNI RANGE (VOR) SYSTEMS	6	6	6	1	2	1
J MAINTAINING INSTRUMENT LANDING SYSTEMS (ILS)	9	10	9	1	1	2
K MAINTAINING RENDEZVOUS RADAR BEACON (RRB) SYSTEMS	1	1	*	*	*	*
L MAINTAINING RADIO/RADAR ALTIMETERS	5	6	5	1	*	1
M MAINTAINING TACTICAL AIR NAVIGATION (TACAN) SYSTEMS AND ASSOCIATED INSTRUMENTATION EQUIPMENT	10	10	9	1	1	2
N MAINTAINING LONG RANGE NAVIGATION (LORAN) AND OMEGA SYSTEMS	1	1	1	*	*	*
O MAINTAINING AUTOMATIC DIRECTION FINDER (ADF) SYSTEMS	7	4	5	*	*	*
P MAINTAINING SEARCH AND WEATHER (SW) RADAR SYSTEMS	12	8	13	1	*	1
Q MAINTAINING MULTI-MODE (MM) RADAR SYSTEMS	*	*	1	*	*	*
R MAINTAINING STATION KEEPING EQUIPMENT (SKE) SYSTEMS	3	1	3	*	*	1
S MAINTAINING FORWARD-LOOKING RADAR (FLR) SYSTEMS	*	3	*	*	*	1
T MAINTAINING AIRBORNE INTERROGATOR SYSTEMS	1	2	1	*	*	1
U MAINTAINING AIRBORNE IDENTIFICATION SYSTEMS	13	13	15	4	*	7
V MAINTAINING AVIONIC COMMUNICATION SYSTEMS FUNCTIONS	8	8	2	2	1	1

* Denotes less than 1 percent

TABLE 13 (CONTINUED)

RELATIVE PERCENT TIME SPENT PERFORMING DUTIES
ACROSS AVIONIC NAVIGATION SYSTEMS JOB GROUPS
(AFSC 328X1)

DUTIES	USAF RES QUALITY ASSURANCE INSPECTOR	ANG QUALITY ASSURANCE INSPECTOR	ACT-DTY QUALITY ASSURANCE INSPECTOR	ANG MAINT CON	ACT-DTY MAINT CON
A ORGANIZING AND PLANNING	9	16	8	11	15
B DIRECTING AND IMPLEMENTING	4	11	7	20	20
C INSPECTING AND EVALUATING	37	30	24	*	2
D TRAINING	7	7	8	7	*
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	16	24	17	65	53
F PERFORMING ASSIST TASK QUALIFICATION TRAINING (ATQT) DUTIES	2	1	1	*	*
G PERFORMING GENERAL AVIONIC SYSTEMS MAINTENANCE	18	8	18	*	*
H MAINTAINING AVIONIC SYSTEM MOCKUPS	6	1	5	*	*
I MAINTAINING VARIABLE OMNI RANGE (VOR) SYSTEMS	*	*	1	*	*
J MAINTAINING INSTRUMENT LANDING SYSTEMS (ILS)	*	*	2	*	*
K MAINTAINING RENDEZVOUS RADAR BEACON (RRB) SYSTEMS	*	*	*	*	*
L MAINTAINING RADIO/RADAR ALTIMETERS	*	*	1	*	*
M MAINTAINING TACTICAL AIR NAVIGATION (TACAN) SYSTEMS AND ASSOCIATED INSTRUMENTATION EQUIPMENT	*	*	2	*	*
N MAINTAINING LONG RANGE NAVIGATION (LORAN) AND OMEGA SYSTEMS	*	*	*	*	*
O MAINTAINING AUTOMATIC DIRECTION FINDER (ADF) SYSTEMS	*	*	*	*	*
P MAINTAINING SEARCH AND WEATHER (SW, ' ADAR SYSTEMS	1	*	2	*	*
Q MAINTAINING MULTI-MODE (MM) RADAR ' TEMS	*	*	*	*	*
R MAINTAINING STATION KEEPING EQUIPM .. (SKE) SYSTEMS	1	3	1	3	4
S MAINTAINING FORWARD-LOOKING RADAR (FLR) SYSTEMS	*	*	*	*	*
T MAINTAINING AIRBORNE INTERROGATOR SYSTEMS	*	*	*	*	*
U MAINTAINING AIRBORNE IDENTIFICATION SYSTEMS	*	*	2	*	*
V MAINTAINING AVIONIC COMMUNICATION SYSTEMS FUNCTIONS	*	*	2	*	*

* Denotes less than 1 percent

TABLE 14

SELECTED BACKGROUND DATA FOR MEMBERS OF AFSC 328X1 JOB GROUPS

	USAF RESERVE			AIR NATIONAL GUARD			
DUTIES	GENERAL MAINT TECHN	SUPERVISOR	QUALITY ASSURANCE INSPECTOR	GENERAL MAINT TECHN	SUPERVISOR	QUALITY ASSURANCE INSPECTOR	MAINT CONTROLLER
NUMBER IN GROUP	139	8	8	215	13	11	5
PERCENT OF TOTAL SAMPLE	83%	5%	5%	81%	5%	4%	2%
PERCENT IN CONUS	99%	100%	100%	99%	100%	100%	100%
DAFSC DISTRIBUTION							
32830	2%			3%			
32850	49%		13%	41%		18%	
32870	49%	100%	87%	55%	100%	82%	100%
PAYGRADE DISTRIBUTION							
E-1 TO E-3	2%			5%			
E-4	4%			13%			
E-5	37%			29%		18%	
E-6	45%	13%	75%	33%	31%	36%	
E-7	12%	87%	25%	20%	69%	45%	100%
AVERAGE MONTHS IN CAREER FIELD	114	232	152	123	181	94	136
PERCENT FIRST ENLISTMENT	29%	25%	13%	36%	8%	36%	20%
PERCENT SUPERVISING	47%	100%	13%	39%	92%	27%	0
AVERAGE NUMBER OF TASKS PERFORMED	418	173	25	357	86	28	10
PERCENT OF AIR RESERVE TECHNICIAN	50%	88%	37%				
PERCENT TRADITIONAL RESERVIST	50%	12%	63%				
PERCENT ANG TECHNICIAN				52%	69%	18%	
PERCENT TRADITIONAL GUARDSMEN				43%	31%	64%	80%
PERCENT AIR RESERVE GUARDSMEN				5%		18%	20%

AVIONIC NAVIGATION SYSTEMS JOBS
USAF RESERVE
(AFSC 328X1)

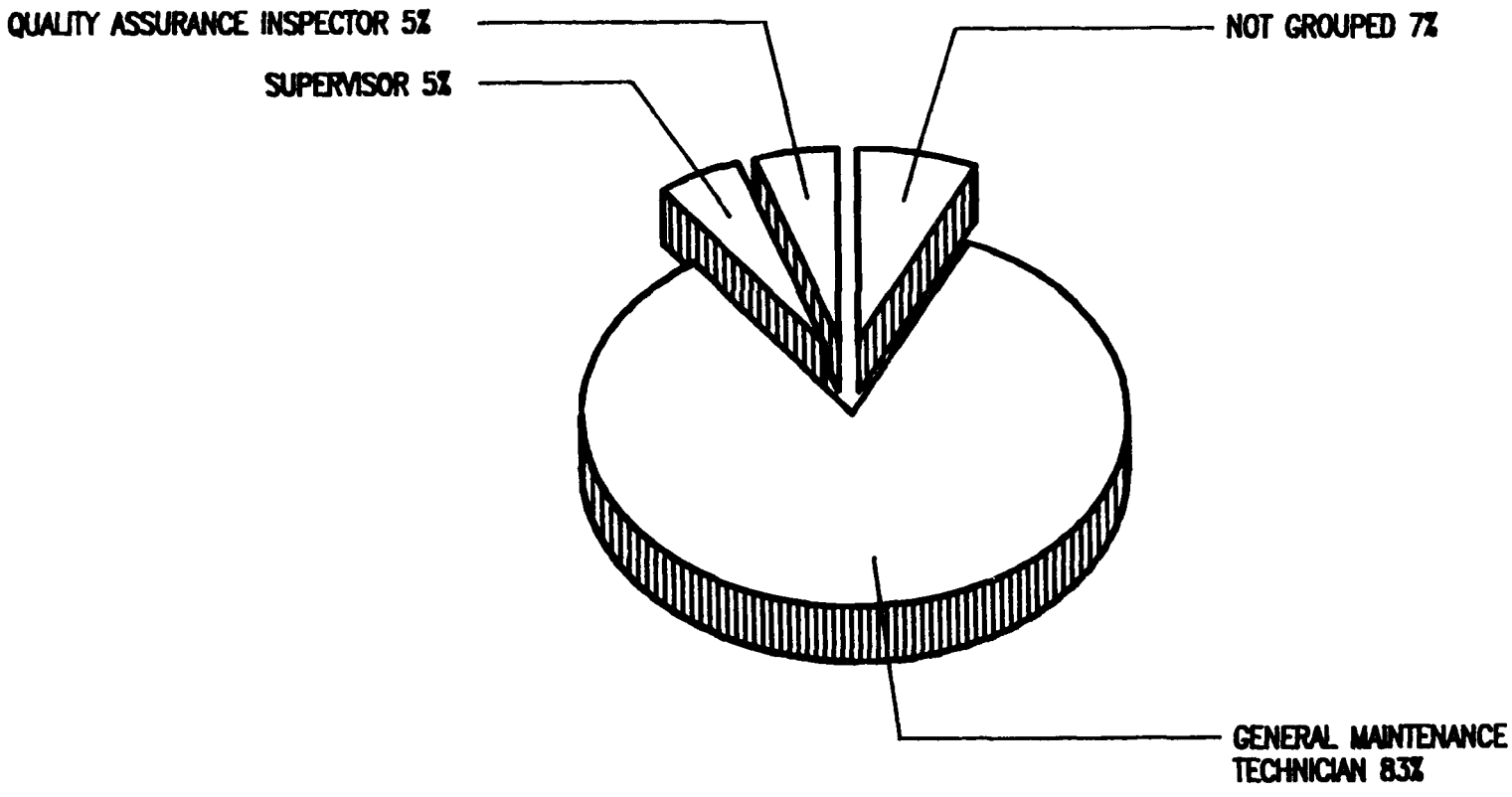

FIGURE 3

Instrument Landing Systems (ILS). Twelve percent of their time is taken up with performing general avionics system maintenance and 4 percent with administrative and supply tasks. The incumbents report 8 percent of their relative time spent on cross utilization work doing avionic communications tasks. The average number of tasks performed in this job is 418, with a sample of representative tasks shown in Table 15.

Survey data show there are three subgroups within this job cluster. These subgroups differ only because of the relative time spent on the navigations systems maintained. The subgroups maintain the same systems but reflect different relative time spent on them. As an example, each of the three subgroups show that Variable OMNI Range (VOR) Systems (Duty I) are maintained. The incumbents of the different subgroups, however, indicate they average 3, 6, or 11 percent of their relative time working on that system.

Members of this job cluster report an average grade of E-6 and average over 9 years in the career field. There are only 2 percent of the incumbents reflecting a 3-skill level DAFSC, while the remaining 98 percent is split evenly between the 5- and 7-skill levels. Half of these airmen are Air Reserve Technicians and the other half are Traditional Reservists.

II. SUPERVISOR (STG023, N=8). This job provides nontechnical supervision for USAF Reserve Navigation Systems maintenance personnel and consists of 5 percent of the sample. Seventy-seven percent of the relative time of this job is spent on tasks in the organizing, planning, administrative, evaluating, inspecting, directing, implementing, and training functional areas. This job contains the senior personnel of the career ladder, with the average grade of E-7. One hundred percent of the individuals in this job cluster have a 7-skill level. The makeup of this job is 7 full-time Air Reserve Technicians and one Traditional Reservist. A sample of the 173 average tasks performed is shown in Table 16.

III. QUALITY ASSURANCE INSPECTOR (STG016, N=8). This job, representing 5 percent of the sample, is different from the other two USAF Reserve jobs because of the specialization on tasks pertaining to inspecting and evaluating. Thirty-seven percent of the relative time is spent on tasks involved in inspecting and evaluating, with 16 percent on administrative tasks, and an additional 18 percent of relative time is dedicated to performing general avionic systems maintenance. The job entails a rather narrow scope, averaging only 25 tasks performed. The average grade of the incumbents of this job is E-6, with 87 percent having a 7-skill level. Traditional Reservists make up 63 percent of the personnel holding this job, with the remaining 37 percent Air Reserve Technicians. Typical tasks performed by these personnel are found in Table 17

ANG Specialty Jobs: Responses from AFSC 328X1 personnel in the ANG survey sample indicate a career ladder with four jobs. Analysis identified one job cluster and three independent jobs. The cluster is the technical AFSC-specific job accounting for the majority of the sample population. The other

TABLE 15

EXAMPLES OF TASKS PERFORMED BY
AFSC 328X1 GENERAL MAINTENANCE TECHNICIANS
(PERCENT MEMBERS PERFORMING)

TASK	TASK STATEMENT	USAF RESERVE (N=139)	AIR NATIONAL GUARD (N=215)	ACT-DTY* MILITARY (N=689)
G208	CLEAN LINE REPLACEABLE UNITS (LRU)	96	90	96
H263	BENCH CHECK MOCKUP LRU	92	92	96
G206	CLEAN AVIONIC EQUIPMENT	96	93	95
G215	INSPECT AVIONIC EQUIPMENT FOR CORROSION	96	93	95
H261	ALIGN MOCKUP LINE REPLACEABLE UNITS (LRU)	92	89	94
G219	INSPECT PARTS RECEIVED FROM SUPPLY	95	87	94
G259	TRACE CIRCUITS USING SCHEMATICS	96	97	94
E137	MAKE ENTRIES ON AFTO FORMS 350 (REPARABLE ITEM PROCESSING TAG)	92	93	92
H267	ISOLATE MALFUNCTIONS TO MOCKUP LRU	91	88	92
H272	REMOVE OR INSTALL MOCKUP LRU	92	89	92

* Sorted on Active-Duty Military

AVERAGE NUMBER OF TASKS PERFORMED USAF RESERVE - 418
AVERAGE NUMBER OF TASKS PERFORMED AIR NATIONAL GUARD - 357
AVERAGE NUMBER OF TASKS PERFORMED ACTIVE-DUTY MILITARY - 330

TABLE 16

EXAMPLES OF TASKS PERFORMED BY
AFSC 328X1 SUPERVISORS
(PERCENT MEMBERS PERFORMING)

TASK	TASK STATEMENT	USAF RESERVE (N=8)	AIR NATIONAL GUARD (N=13)	ACT-DTY* MILITARY (N=149)
B27	COUNSEL PERSONNEL ON MILITARY-RELATED PROBLEMS	100	92	89
A6	DETERMINE WORK PRIORITIES	88	92	86
B28	COUNSEL PERSONNEL ON PERSONAL PROBLEMS	100	77	86
A23	WRITE EVALUATION REPORTS	100	77	85
B45	INTERPRET POLICIES FOR SUBORDINATES	88	92	85
A22	SCHEDULE WORK ASSIGNMENTS	100	92	82
A10	ESTABLISH PERFORMANCE STANDARDS FOR SUBORDINATES	100	69	78
C49	EVALUATE COMPLIANCE WITH PERFORMANCE STANDARDS	100	77	76
A5	DETERMINE SUPPLY REQUIREMENTS	75	62	75
D93	MAINTAIN TRAINING RECORDS	88	85	75

* Sorted on Active-Duty Military

AVERAGE NUMBER OF TASKS PERFORMED USAF RESERVE - 173
AVERAGE NUMBER OF TASKS PERFORMED AIR NATIONAL GUARD - 86
AVERAGE NUMBER OF TASKS PERFORMED ACTIVE-DUTY MILITARY - 110

TABLE 17

EXAMPLES OF TASKS PERFORMED BY
AFSC 328X1 QUALITY ASSURANCE INSPECTORS
(PERCENT MEMBERS PERFORMING)

TASK	TASK STATEMENT	USAF RESERVE (N=8)	AIR NATIONAL GUARD (N=11)	ACT-DTY* MILITARY (N=43)
C56	EVALUATE MAINTENANCE OF EQUIPMENT	100	82	95
G215	INSPECT AVIONIC EQUIPMENT FOR CORROSION	75	36	85
E105	INSPECT AFTO FORMS 244 (INDUSTRIAL/SUPPORT EQUIPMENT RECORD)	75	73	85
G217	INSPECT EQUIPMENT SHOCK MOUNTS	75	36	85
C66	INSPECT CONSOLIDATED TOOL KITS (CTK)	100	82	81
A23	WRITE EVALUATION REPORTS	63	45	72
B35	DIRECT QUALITY ASSURANCE PROGRAMS	38	72	72
C49	EVALUATE COMPLIANCE WITH PERFORMANCE STANDARDS	100	45	67
G216	INSPECT DESICCANT CRYSTALS	50	36	67
D81	DEMONSTRATE HOW TO LOCATE TECHNICAL INFORMATION	50	55	65

* Sorted on Active-Duty Military

AVERAGE NUMBER OF TASKS PERFORMED USAF RESERVE - 25
AVERAGE NUMBER OF TASKS PERFORMED AIR NATIONAL GUARD - 28
AVERAGE NUMBER OF TASKS PERFORMED ACTIVE-DUTY MILITARY - 33

three jobs are supervisory and administrative in nature with limited technical responsibilities. Appendix D contains task listings for the jobs performed by ANG personnel with AFSC 328X1.

The four jobs represent 92 percent of the sample population, with the remaining 8 percent performing tasks which did not group them with either defined job or each other. The division of jobs performed by AFSC 328X1 National Guard personnel is illustrated in Figure 4, and brief descriptions of the jobs are provided below. Appendix D contains task listings for the jobs performed by Air National guard personnel with AFSC 328X1.

I. GENERAL MAINTENANCE TECHNICIAN CLUSTER (STG015, N=215). This cluster forms the maintenance core for Avionic Navigation Systems and is comprised of 81 percent of the ANG sample. This job encompasses a varied task composition, including both flightline and field shop tasks. Personnel holding this job report that almost 69 percent of their time is spent maintaining 13 navigation systems, with most of the time spent on Airborne Identification, Search and Weather Radar, Tactical Air Navigation Systems and ILS. Additionally, 13 percent of their time is taken up with performing general avionics system maintenance and 5 percent with administrative and supply tasks. The average number of tasks performed in this job is 357, with the tasks shown in Table 15 being representative.

Survey data show there are four subgroups within this job cluster that differ in the amount of relative time spent working on the different systems (duties) and the time spent doing tasks within the duties. An example is Duty J, Maintaining ILS, where the survey data reflects the percentages of relative time spent by the incumbents of the subgroups as 10, 16, 11, and 9.

Members of this job cluster report an average grade of E-6, with only 3 percent holding a 3-skill level DAFSC. Fifty-two percent of the incumbents are ANG Technicians, 43 percent Traditional Guardsmen, with the remaining 5 percent made up of Air Reserve Guardsmen.

II. SUPERVISOR (STG023, N=13). This job provides supervision of a non-technical nature, with 91 percent of the relative time spent on tasks in the organizing, planning, administrative, evaluating, inspecting, directing, implementing, and training functional areas. This job contains senior personnel of the career ladder with 69 percent holding the grade of E-7. One hundred percent of the individuals in this job cluster have a 7-skill level. ANG Technicians comprise 69 percent of the incumbents and 31 percent are Traditional Guardsmen. Examples of the average 86 tasks performed are found in Table 16.

III. QUALITY ASSURANCE INSPECTOR (STG011, N=11). This job differs from the other ANG jobs because of the specialization on tasks pertaining to inspecting and evaluating. Thirty percent of the time for this job is spent on tasks involving inspecting and evaluating, with another 24 percent spent on administrative and supply tasks. An additional 8 percent of relative time is

AVIONIC NAVIGATION SYSTEMS JOBS
AIR NATIONAL GUARD
(AFSC 328X1)

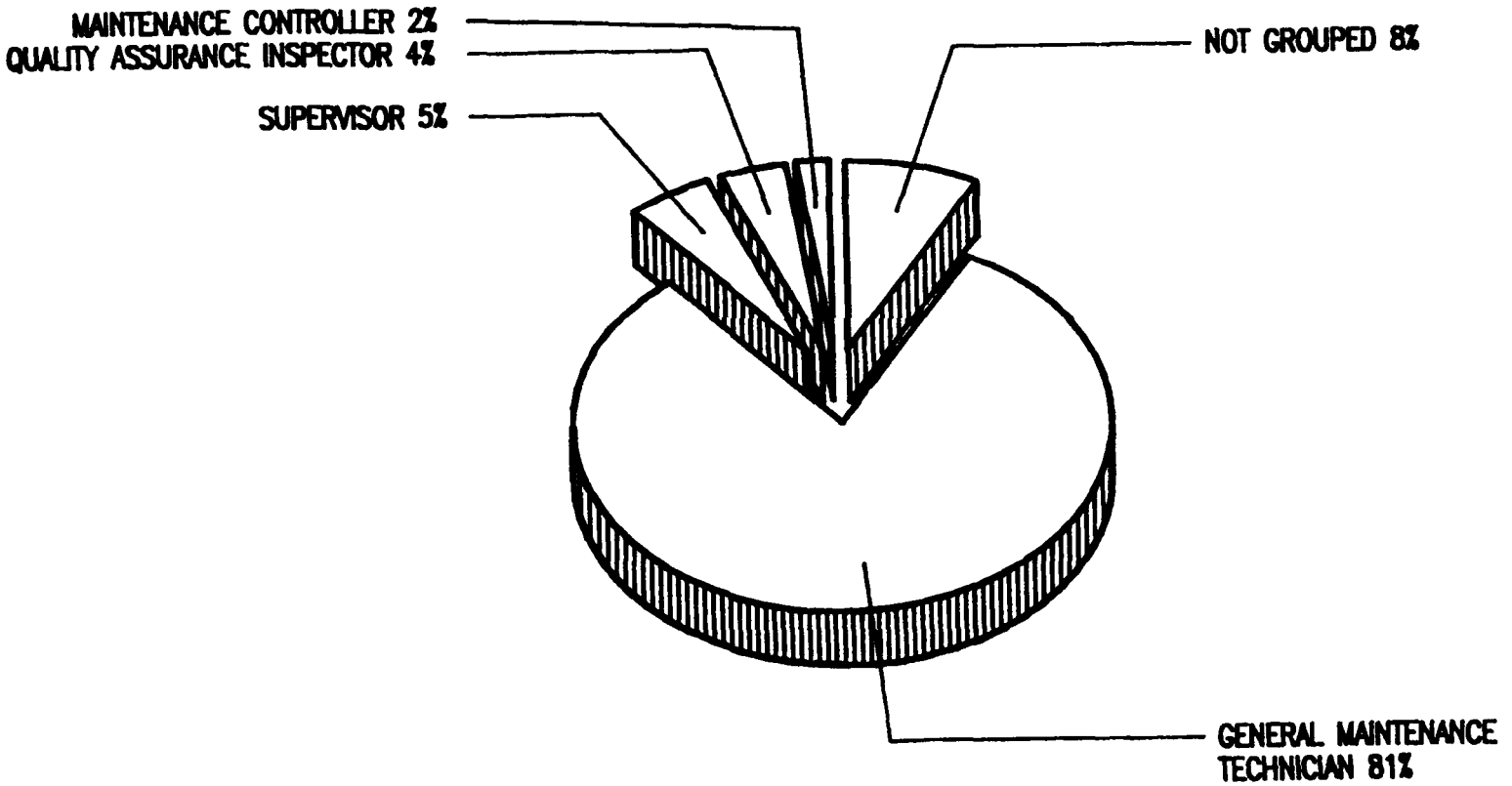

FIGURE 4

dedicated to performing general avionic systems maintenance. The job is a rather narrow one, with an average of only 28 tasks performed. The average grade of the incumbents of this job is E-6, with 82 percent having a 7-skill level. All categories of ANG personnel are represented in the job, with Traditional Guardsmen making up 64 percent of the incumbents. Typical tasks performed by these personnel are found in Table 17.

XI. MAINTENANCE CONTROLLER (STG064, N=5). The airmen in this job, which is very narrow in scope, represent 2 percent of the sample. Sixty-five percent of the relative time in this job is taken up with administrative and supply tasks. The job consists of performing the administrative tasks necessary to control avionic navigation workflow and insure proper documentation is accomplished. All of the incumbents hold the grade of E-7 and average 11 years in the career field. Four of the incumbents are Traditional Guardsmen, one is an Air Reserve Guardsman. No ANG Technicians are represented in the job. Average number of tasks performed in this job is 10 and representative tasks are found in Table 18.

Component Comparisons: A major reason to include USAF Reserve and ANG personnel in the Avionic Navigation Systems survey was to find out if the personnel of each component are doing the same work as each other and if they are doing the same types of jobs. Based on task similarity and relative time spent in duties, the three jobs performed by USAF Reserve personnel are the same as those performed by ANG personnel and are the same as the three jobs, with the same titles, found in the Active-duty Military OSR. The fourth job found in the ANG sample is the same as the Maintenance Controller found in the Active-duty Military survey. As reflected in Table 13, the percentages of relative time spent on duties are extremely close. Combine this with the similarly high percent members performing tasks in each component job (Tables 15 through 18) and the premise that the jobs are the same is strongly supported. This also provides strong indications that the USAF Reserve and ANG jobs are basically the same as similarly titled jobs in the Active-duty Military sample.

ANALYSIS OF DAFSC GROUPS

DAFSC analysis identifies similarities and differences in duty and task performance at the various skill levels. This information may then be used to evaluate how well career ladder documents, such as AFR 39-1 Specialty Descriptions and the Specialty Training Standards (STS), reflect what career ladder personnel are actually doing in the field.

Comparison of the duty and task performance among DAFSC 3-, 5-, and 7-skill level personnel is normally accomplished. Data for the Active-duty Military 3-skill level personnel for both AFSC showed that their job was almost the same job as 5-skill level individuals which allowed analysis of the two as a single combined group. The data for the Reserve Components indicates

TABLE 18

EXAMPLES OF TASKS PERFORMED BY
AFSC 328X1 MAINTENANCE CONTROLLERS
(PERCENT MEMBERS PERFORMING)

TASK	TASK STATEMENT	AIR NATIONAL GUARD (N=5)	ACT-DTY* MILITARY (N=16)
A6	DETERMINE WORK PRIORITIES	40	88
E102	ASSIGN JOB CONTROL NUMBERS	100	88
B29	DIRECT FLIGHTLINE MAINTENANCE ACTIVITIES	60	75
E127	MAINTAIN SPECIALIST DISPATCH BOARDS	80	75
E128	MAINTAIN STATUS BOARDS	80	68
E103	COORDINATE FLIGHTLINE MAINTENANCE ACTIVITIES WITH WORKLOAD CONTROL SECTIONS	100	68
E121	MAINTAIN NOT MISSION CAPABLE SUPPLY (NMCS) LISTINGS	20	37
E122	MAINTAIN PARTLY MISSION CAPABLE SUPPLY (PMCS) STATUS OF REQUISITIONED PARTS	60	37
B33	DIRECT MAINTENANCE OF STATUS BOARDS	80	31
E136	MAKE ENTRIES ON AFTO FORMS 349 (MAINTENANCE DATA COLLECTION RECORD)	80	31

* Sorted on Active-Duty Military

AVERAGE NUMBER OF TASKS PERFORMED AIR NATIONAL GUARD - 10
AVERAGE NUMBER OF TASKS PERFORMED ACTIVE-DUTY MILITARY - 30

that the 3-skill level and 5-skill level personnel also have similar jobs, but not to the extent required for analyzing them as a combined group. Therefore, they will be discussed separately in this report.

Avionic Communications (AFSC 328X0)

Table 19 shows USAF Reserve and ANG data on the percent time spent in duties for each of the skill levels. It should be noted that there are 5 systems in duties Q, R, S, T, and U that, with one exception, have so little time spent on them that they are not reportable. The data for the other duties indicate that the USAF Reserve and ANG breakout are sufficiently different to warrant separate discussion.

USAF Reserve DAFSC Groups: Four individuals, representing 3 percent of this sample, make up the 3-skill level group. They report having a narrow span of responsibility, performing an average of only 49 tasks, with 50 percent of their time taken up by 25 tasks. They spend the majority of their time, 76 percent, on four systems (General Avionic, UHF Radio, HF Radio, and Interphone Systems), 15 percent on Administrative functions, and the remaining time on three of the other 12 systems. They indicate they do not perform any tasks in the navigation maintenance areas. The time-spent overlap on common tasks between this group and the 5-skill level group is only 50 percent, which indicates the jobs are similar but can not be considered to be the same.

The 5-skill level group of 51 airmen has a much broader job, with an average of 155 tasks and 50 percent of their time taken up by 77 tasks. They spend the majority of their time (61 percent) on the same four duties that take the majority of the 3-skill level time. These individuals work on 8 of the remaining 12 systems and also perform tasks on navigation systems. These respondents show a time spent overlap on common tasks with the 7-skill level personnel of 73 percent, indicating a job very similar to that of the 7-skill level.

The 7-skill level group of 86 individuals has the broadest job, performing an average of 195 tasks, with 50 percent of their time devoted to 116 tasks. They perform technical AFSC related work with only about 31 percent of their relative time spent in the administrative, supervisory, managerial, and training areas as compared to the 49 percent spent by their Active-duty Military counterparts. Additionally, they are less likely to have a supervisory role, with only 58 percent reporting they supervise one or more people, compared to 74 percent of the Active-duty Military performing a supervisory role.

ANG DAFSC Groups: The 3-skill level for this category consists of only 5 people or 3 percent of the sample. Like the Reserve group, these individuals report spending the majority of their time (76 percent) in four duties, but only three of them are the same, General Avionics, UHF Radio, and HF Radio systems. The fourth system for this group, accounting for 17 percent of their time, is the VHF AM/FM Radio System. This is the only skill level group to report such a heavy concentration of time in this duty. Their job is

TABLE 19

AVERAGE PERCENT TIME SPENT
PERFORMING DUTIES BY DAFSC 328X0 GROUPS

DUTIES	USAF RESERVE			AIR NATIONAL GUARD		
	DAFSC 32830 (N=4)	DAFSC 32850 (N=51)	DAFSC 32870 (N=86)	DAFSC 32830 (N=5)	DAFSC 32850 (N=83)	DAFSC 32870 (N=102)
A ORGANIZING AND PLANNING	*	*	2	*	*	2
B DIRECTING AND IMPLEMENTING	*	1	4	*	1	4
C INSPECTING AND EVALUATING	*	*	6	*	1	4
D TRAINING	*	1	6	3	2	4
E PERFORMING ADMINISTRATIVE FUNCTIONS	15	8	13	3	8	12
F PERFORMING GENERAL AVIONIC SYSTEMS MAINTENANCE	36	23	17	25	24	19
G MAINTAINING ULTRA HIGH FREQUENCY (UHF) RADIO SYSTEMS	17	16	10	22	18	13
H MAINTAINING VERY HIGH FREQUENCY (VHF) AMPLITUDE AND FREQUENCY MODULATED (AM/FM) RADIO SYSTEMS	3	6	5	17	6	5
I MAINTAINING VERY HIGH FREQUENCY (VHF) AMPLITUDE MODULATED (AM) RADIO SYSTEMS	5	2	2	5	3	3
J MAINTAINING VERY HIGH FREQUENCY (VHF) FREQUENCY MODULATED (FM) RADIO SYSTEMS	*	3	1	5	2	2
K MAINTAINING HIGH FREQUENCY (HF) RADIO SYSTEMS	8	10	9	7	8	5
L MAINTAINING INTERPHONE SYSTEMS	15	12	8	12	11	9
M MAINTAINING PUBLIC ADDRESS (PA) SYSTEMS	*	3	2	*	1	1
N MAINTAINING ULTRA HIGH FREQUENCY (UHF) DIRECTION FINDER (DF) AND S-BAND SYSTEMS	*	1	2	*	2	3
O MAINTAINING CRASH POSITIONING, EMERGENCY LOCATING, AND UNDERWATER BEACON SYSTEMS	2	5	4	1	1	1
P MAINTAINING EMERGENCY RADIOS (ER)	3	1	*	*	1	1
Q MAINTAINING SUPER HIGH FREQUENCY (SHF) SATELLITE RECEIVER TIMING SYSTEMS	*	*	*	*	*	*

* Denotes less than 1 percent

TABLE 19 (CONTINUED)

AVERAGE PERCENT TIME SPENT
PERFORMING DUTIES BY DAFSC 328X0 GROUPS

DUTIES	USAF RESERVE			AIR NATIONAL GUARD		
	DAFSC 32830 (N=4)	DAFSC 32850 (N=51)	DAFSC 32870 (N=86)	DAFSC 32830 (N=5)	DAFSC 32850 (N=83)	DAFSC 32870 (N=102)
R MAINTAINING COCKPIT VOICE RECORDER AND SECURE VOICE SYSTEMS	*	1	1	*	*	*
S MAINTAINING AIR FORCE SATELLITE COMMUNICATION (AFSATCOM) SYSTEMS	*	*	*	*	*	*
T MAINTAINING AIRCRAFT INTRUSION DETECTION (AID) AND TOW TEAM WARNING SYSTEMS (TTWS)	*	*	*	*	*	*
U MAINTAINING DATA LINK CONTROL SYSTEMS	*	*	*	*	*	*
V PERFORMING CREW CHIEF CROSS UTILIZATION TRAINING (CUT) DUTIES	*	1	1	*	*	1
W PERFORMING INTERMEDIATE (FIELD SHOP) AVIONIC NAVIGATION MAINTENANCE CROSS UTILIZATION FUNCTIONS	*	2	3	*	5	5
X PERFORMING ORGANIZATIONAL (FLIGHTLINE) AVIONIC NAVIGATION MAINTENANCE CROSS UTILIZATION FUNCTIONS	*	2	3	*	5	6

* Denotes less than 1 percent

comparatively narrow, with an average of 93 tasks and 50 percent of their time spent on only 45 tasks. This group reports the least amount of time spent on administrative functions (3 percent) of any other group. Overlap on common tasks with the 5-skill level group is 64 percent, which shows similarity but sufficient difference to say the jobs are different.

The 83 airmen in the 5-skill level group (representing 44 percent of the survey sample) perform an average of 165 tasks, with 78 tasks taking up over 50 percent of their time. This group has a broader job than the 3-skill level group, with considerably less time spent on the VHF AM/FM Radio System and more time spent on navigation systems tasks. A 78 percent time spent overlap on common tasks with the 7-skill level personnel indicates that the two skill levels perform jobs that are quite similar.

The 102 individuals holding the 7-skill level have the broadest job, performing an average of 195 tasks, with greater than 50 percent of their time spent on 116 tasks. They perform a technical AFSC-related job, with only about 26 percent of their relative time spent on administrative, supervisory, managerial, and training tasks as compared to the 31 percent spent by their USAF Reserve compatriots, plus they are less likely to be in a supervisory role, with only 51 percent to 58 percent reporting the supervision of one or more people. These are the technical experts of the field who continue to perform the day-to-day maintenance.

Avionic Navigation Systems (AFSC 328X1)

Table 20 reflects data for the USAF Reserve and ANG on the percent time spent in duties for each of the skill levels. As with AFSC 328X0, data shown for both the USAF Reserve and ANG are sufficiently different to warrant separate discussion of each skill level.

USAF Reserve DAFSC Groups: The 5 airmen in the 3-skill level group (representing 3 percent of the survey sample) reported performing an average of 342 tasks, with 50 percent of their time spent on 127 tasks. A good portion of their time (25 percent) is spent on the performance of general avionic systems maintenance tasks. The next largest amount of their time (14 percent) is spent on the cross-utilization maintenance of communications equipment. With 8 percent relative time spent on administration, supply, training, and Assist Task Qualification Training (ATQT) tasks, the remaining relative time is spread over the other 14 systems. The time spent on overlap of common tasks between this group and the 5-skill level group is 63 percent, indicating job similarity but not necessarily the same job.

The 5-skill level group of 72 airmen, making up 43 percent of the sample, have a slightly expanded job, with an average of 377 tasks and 50 percent of their time taken up by 198 tasks. They spend much less time performing general avionic systems maintenance (12 to 25 percent) and communications equipment maintenance (7 to 14 percent) tasks than the 3-skill level personnel. Their time is spent on tasks related to four main systems: Search and Weather Radar, Tactical Air Navigation, Instrument Landing, and Airborne

TABLE 20

AVERAGE PERCENT TIME SPENT
PERFORMING DUTIES BY DAFSC 328X1 GROUPS

DUTIES	USAF RESERVE			AIR NATIONAL GUARD		
	DAFSC 32831 (N=5)	DAFSC 32851 (N=72)	DAFSC 32871 (N=91)	DAFSC 32831 (N=9)	DAFSC 32851 (N=104)	DAFSC 32871 (N=150)
A ORGANIZING AND PLANNING	*	1	3	*	1	4
B DIRECTING AND IMPLEMENTING	*	1	3	*	*	4
C INSPECTING AND EVALUATING	1	1	6	*	1	4
D TRAINING	*	1	3	*	1	4
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	5	4	7	3	6	11
F PERFORMING ASSIST TASK QUALIFICATION TRAINING (ATQT) DUTIES	2	2	2	2	2	2
G PERFORMING GENERAL AVIONIC SYSTEMS MAINTENANCE	25	12	11	12	15	11
H MAINTAINING AVIONIC SYSTEM MOCKUPS	3	3	3	2	4	3
I MAINTAINING VARIABLE OMNI RANGE (VOR) SYSTEMS	4	6	5	9	6	4
J MAINTAINING INSTRUMENT LANDING SYSTEMS (ILS)	4	9	7	14	10	8
K MAINTAINING RENDEZVOUS RADAR BEACON (RRB) SYSTEMS	1	*	*	1	1	1
L MAINTAINING RADIO/RADAR ALTIMETERS (RRA)	3	6	3	5	8	4
M MAINTAINING TACTICAL AIR NAVIGATION (TACAN) SYSTEMS AND ASSOCIATED INSTRUMENTATION EQUIPMENT	6	9	8	12	12	7
N MAINTAINING LONG RANGE NAVIGATION (LORAN) AND OMEGA SYSTEMS	4	2	1	1	*	1
O MAINTAINING AUTOMATIC DIRECTION FINDER (ADF) SYSTEMS	8	7	6	7	3	3
P MAINTAINING SEARCH AND WEATHER (SW) RADAR SYSTEMS	7	13	9	6	7	7
Q MAINTAINING MULTI-MODE (MM) RADAR SYSTEMS	*	1	1	*	*	*
R MAINTAINING STATION KEEPING EQUIPMENT (SKE) SYSTEMS	2	2	3	*	1	1
S MAINTAINING FORWARD-LOOKING RADAR (FLR) SYSTEMS	*	*	*	2	4	2
T MAINTAINING AIRBORNE INTERROGATOR SYSTEMS	2	1	1	2	1	1
U MAINTAINING AIRBORNE IDENTIFICATION SYSTEMS	8	11	12	21	12	10
V MAINTAINING AVIONIC COMMUNICATION SYSTEMS FUNCTIONS	14	7	6	1	6	8

* Denotes less than 1 percent

Identification Systems, accounting for 42 percent of the relative time as compared to 25 percent for the 3-skill level personnel. These respondents show a time spent overlap on common tasks with the 7-skill level personnel of 80 percent, which indicates the two skill levels are essentially performing the same job.

Seven-skill level personnel (54 percent of the survey sample) perform an average of 349 tasks, with 157 tasks taking up over 50 percent of their relative time. Sixty-seven percent of these 91 airmen report supervising one or more individuals, but only 22 percent of their relative time is spent on tasks in the usual supervisory, managerial, training, and administrative duties. Compared to Active-duty Military 7-skill level personnel, where the percent supervising is 73 percent and relative time spent on supervisory duties is 38 percent, these individuals are much more technically oriented.

ANG DAFSC Groups: There are 9 airmen with a 3-skill level, representing 3 percent of the sample. This group does not reflect the same relative time spent pattern as the USAF Reserve 3-skill level does. They report performing an average of 221 tasks, with 50 percent of their time spent on 131 tasks. A good portion of their time (21 percent) is spent on the performance of Airborne Identification Systems tasks, with another 38 percent spent on general avionic, Instrument Landing, and Tactical Air Navigation Systems tasks. Only 5 percent relative time spent was reported for the administrative and supply, and ATQT duties. With the exception of 1 percent relative time spent on communications equipment, the remaining time is spread over the other 10 systems. Time spent overlap for common tasks between this group and the 5-skill level group is 72 percent, which indicates these two groups have a fairly similar job.

Thirty-nine percent of this sample consists of 104 individuals making up the 5-skill level group. They average 287 tasks and spend 50 percent of their relative time on 169 tasks. One major difference between this group and the 3-skill level group is that these individuals spend less time (12 vs 21 percent) on the Airborne Identification Systems duty. A good portion of their remaining time (37 percent) is spent doing tasks on the same three systems that the 3-skill level airmen work on: General Avionic, Tactical Air Navigation, and ILS. This compares to the 38 percent for the 3-skill level personnel. These respondents show a time spent overlap on common tasks with the 7-skill level personnel of 77 percent, which indicates the two skill levels have very similar jobs.

The 150 incumbents who hold a 7-skill level DAFSC represent 57 percent of the survey sample. They report averaging 314 tasks, with 207 tasks accounting for 50 percent of their relative time. The survey data indicate that only 49 percent of these airmen supervise another, to 67 percent of the USAF Reserve 7-skill level personnel. Twenty-seven percent of their relative time is spent on administrative, supervisory, managerial, and training tasks as compared to the 22 percent spent by USAF Reserve counterparts. Like them, these individuals are the technical experts in the field who continue to perform the day-to-day maintenance, with minimum supervisory responsibility.

Summary

Both USAF Reserve and ANG personnel at all skill levels for each of the AFSC are predominately technically oriented in their performance requirements. The 3-skill level personnel perform rather narrow jobs, with a great deal of their time spent on general avionic tasks. The 5-skill level airmen broaden out to include more of the maintenance of the major systems in their career areas. The 7-skill level incumbents continue to perform technical AFSC-related tasks and spend a majority of their relative time on these tasks, but do expand into the supervisory areas. This expansion is not, however, as great as the move in this direction found in the Active-duty Military population. This trend, however, does not imply job progression from the 3-skill level through the 5-skill level to the 7-skill level is any different than that of the Active-duty Military progression.

ANALYSIS OF AFR 39-1 SPECIALTY DESCRIPTIONS

Survey data were compared to the AFR 39-1 Specialty Descriptions for Communication and Navigation Systems Specialists and Technicians, both dated 15 September 1988 and effective 31 October 1988. The description for the 3- and 5-skill levels is accurate in describing the overall jobs performed by both USAF Reserve and ANG populations. The Communication and Navigation Systems Technician description also accurately reflects, in general terms, the technical aspects of the 7-skill level job performed by both USAF Reserve and ANG personnel.

TRAINING ANALYSIS

Occupational survey data are one of the many sources of information that can be used to assist in the development of a training program which meets the requirements of a specific career ladder. Normally the training requirements of first enlistment (1 to 48 months TAFMS) personnel are the ones analyzed.

First-Enlistment Data

Factors which may be used in evaluating training include the overall description of the job being performed by first-enlistment personnel, percentages of first-enlistment members performing specific tasks or using certain test equipment, and the types of equipment that they work on.

Tables 21 and 22 provide data on relative time spent across the duties by first-enlistment personnel in both AFSC, broken down by component. Both tables reflect that the relative time spent in the duties by Active-duty Military, USAF Reserve, and ANG airmen is very comparable. Although not

TABLE 21

PERCENT RELATIVE TIME SPENT ON DUTIES
BY FIRST-ENLISTMENT AFSC 328X0 PERSONNEL
(1-48 MONTHS TAFMS)

DUTIES	USAF RESERVE (N=19)	AIR NATIONAL GUARD (N=60)	ACT-DTY MILITARY (N=522)
A ORGANIZING AND PLANNING	1	1	*
B DIRECTING AND IMPLEMENTING	2	2	*
C INSPECTING AND EVALUATING	1	2	1
D TRAINING	2	3	1
E PERFORMING ADMINISTRATIVE FUNCTIONS	8	10	10
F PERFORMING GENERAL AVIONIC SYSTEMS MAINTENANCE	23	22	24
G MAINTAINING ULTRA HIGH FREQUENCY (UHF) RADIO SYSTEMS	13	18	15
H MAINTAINING VERY HIGH FREQUENCY (VHF) AMPLITUDE AND FREQUENCY MODULATED (AM/FM) RADIO SYSTEMS	6	6	5
I MAINTAINING VERY HIGH FREQUENCY (VHF) AMPLITUDE MODULATED (AM) RADIO SYSTEMS	2	3	2
J MAINTAINING VERY HIGH FREQUENCY (VHF) FREQUENCY MODULATED (FM) RADIO SYSTEMS	2	2	2
K MAINTAINING HIGH FREQUENCY (HF) RADIO SYSTEMS	12	6	9
L MAINTAINING INTERPHONE SYSTEMS	11	10	12
M MAINTAINING PUBLIC ADDRESS (PA) SYSTEMS	3	1	2
N MAINTAINING ULTRA HIGH FREQUENCY (UHF) DIRECTION FINDER (DF) AND S-BAND SYSTEMS	3	2	2
O MAINTAINING CRASH POSITIONING, EMERGENCY LOCATING, AND UNDERWATER BEACON SYSTEMS	5	1	3
P MAINTAINING EMERGENCY RADIOS (ER)	*	1	*
Q MAINTAINING SUPER HIGH FREQUENCY (SHF) SATELLITE RECEIVER TIMING SYSTEMS	*	*	*
R MAINTAINING COCKPIT VOICE RECORDER AND SECURE VOICE SYSTEMS	1	*	2

* Denotes less than 1 percent

TABLE 21 (CONTINUED)

PERCENT RELATIVE TIME SPENT ON DUTIES
BY FIRST-ENLISTMENT AFSC 328X0 PERSONNEL
(1-48 MONTHS TAFMS)

DUTIES	USAF RESERVE (N=19)	AIR NATIONAL GUARD (N=60)	ACT-DTY MILITARY (N=522)
S MAINTAINING AIR FORCE SATELLITE COMMUNICATION (AFSATCOM) SYSTEMS	*	*	2
T MAINTAINING AIRCRAFT INTRUSION DETECTION (AID) AND TOW TEAM WARNING SYSTEMS (TTWS)	*	*	3
U MAINTAINING DATA LINK CONTROL SYSTEMS	*	*	*
V PERFORMING CREW CHIEF CROSS UTILIZATION TRAINING (CUT) DUTIES	1	*	3
W PERFORMING INTERMEDIATE (FIELD SHOP) AVIONIC NAVIGATION MAINTENANCE CROSS UTILIZATION FUNCTIONS	3	5	1
X PERFORMING ORGANIZATIONAL (FLIGHTLINE) AVIONIC NAVIGATION MAINTENANCE CROSS UTILIZATION FUNCTIONS	3	5	4

* Denotes less than 1 percent

TABLE 22

RELATIVE TIME SPENT ON DUTIES
BY FIRST-ENLISTMENT AFSC 328X1 PERSONNEL
(1-48 MONTHS TAFMS)

DUTIES	PERCENT TIME SPENT		
	USAF RESERVE (N=43)	AIR NATIONAL GUARD (N=95)	ACT-DTY MILITARY (N=416)
A ORGANIZING AND PLANNING	1	2	*
B DIRECTING AND IMPLEMENTING	1	1	*
C INSPECTING AND EVALUATING	2	2	*
D TRAINING	2	2	*
E PERFORMING ADMINISTRATIVE FUNCTIONS	5	7	6
F PERFORMING ASSIST TASK QUALIFICATION TRAINING (ATQT) DUTIES	2	2	4
G PERFORMING GENERAL AVIONIC SYSTEMS MAINTENANCE	11	13	18
H MAINTAINING AVIONIC SYSTEM MOCKUPS	3	4	4
I MAINTAINING VARIABLE OMNI RANGE (VOR) SYSTEMS	6	5	6
J MAINTAINING INSTRUMENT LANDING SYSTEMS (ILS)	8	10	8
K MAINTAINING RENDEZVOUS RADAR BEACON (RRB) SYSTEMS	*	1	2
L MAINTAINING RADIO/RADAR ALTIMETERS (RRA)	5	7	5
M MAINTAINING TACTICAL AIR NAVIGATION (TACAN) SYSTEMS AND ASSOCIATED INSTRUMENTATION EQUIPMENT	9	10	10
N MAINTAINING LONG RANGE NAVIGATION (LORAN) AND OMEGA SYSTEMS	1	*	*
O MAINTAINING AUTOMATIC DIRECTION FINDER (ADF) SYSTEMS	6	3	4
P MAINTAINING SEARCH AND WEATHER (SW) RADAR SYSTEMS	13	6	9
Q MAINTAINING MULTI-MODE (MM) RADAR SYSTEMS	*	*	2
R MAINTAINING STATION KEEPING EQUIPMENT (SKE) SYSTEMS	3	1	2
S MAINTAINING FORWARD-LOOKING RADAR (FLR) SYSTEMS	*	3	2
T MAINTAINING AIRBORNE INTERROGATOR SYSTEMS	1	3	2
U MAINTAINING AIRBORNE IDENTIFICATION SYSTEMS	12	13	11
V MAINTAINING AVIONIC COMMUNICATION SYSTEMS FUNCTIONS	7	6	3

* Denotes less than 1 percent

conclusive, this similarity indicates the systems where training for the three components is most likely required. The tasks within the duties are more definitive as to the specific requirements that need to be met.

Tables 23 and 24 show representative tasks performed by first-enlistment personnel from each AFSC, with component percent members performing shown for each task. These data reflect that the USAF Reserve and ANG personnel perform the tasks shown in relatively the same percentages as the Active-duty Military, which is another indication that first-enlistment personnel in all three components perform similar jobs and have the same training requirements.

Test equipment used by more than 30 percent of first-enlistment personnel is listed in Tables 25 and 26. The data show that USAF Reserve and ANG personnel use the same test equipment as their Active-duty Military counterparts. There is test equipment that less than 30 percent of the Active-duty Military personnel use, but at least 30 percent of the personnel of the other components do use. This area should be reviewed by the respective proponents, to determine if this data has any impact on the formal training requirements of USAF Reserve or ANG personnel.

Tables 27 and 28 show the systems equipment maintained by first-enlistment personnel. These data reflect the greatest variance among the three categories of personnel, with the ANG airmen indicating they work on fewer types of systems equipment than the other two groups. USAF Reserve personnel report working on more types of equipment in the Navigation Systems area than even the Active-duty Military personnel. This may indicate that some consideration should be given to providing extra training for USAF Reserve personnel on the additional equipment.

Specialty Training Standards (STS) and Plan of Instruction (POI) Review

With information concerning the target population, first-enlistment personnel, the training program documents, Specialty Training Standard (STS) and Plan of Instruction (POI), are examined in light of the survey data. To assist specifically in the examination of the STS and the POI, technical school personnel from Keesler Technical Training Center matched job inventory tasks from each of the task inventories to the appropriate sections and subsections of the pertinent STS and POI. Avionic Communication and Navigation Systems, STSs 455X2A, 455X2B, and 455X2C, dated October 1988, were used in this process. Avionic Communication and Navigation Systems, POIs E3ABR45532A-000, E3ABR45532A-001, E3ABR45532B-000, and E3ABR45532C-000, dated 20 May 1988, were also used in the match. It was this matching upon which comparison to those documents was based. Each STS and POI match was compared to data of the major command (MAC, SAC, or TAF) from the Communication and Navigation systems survey that pertained to it.

Survey data for the USAF Reserve and ANG groups support all elements of the three 455X2 STSs that were supported by the Active-duty Military data. Additionally, there are 17 elements in the three STS not supported by

TABLE 23

REPRESENTATIVE TASKS PERFORMED
BY AFSC 328X0 FIRST-ENLISTMENT PERSONNEL
(1-48 MONTHS TAFMS)

TASKS		PERCENT MEMBERS PERFORMING		
		USAF RESERVE (N=19)	AIR NATIONAL GUARD (N=60)	ACT-DTY MILITARY (N=522)
E138	MAKE ENTRIES ON AFTO FORMS 349 (MAINTENANCE DATA COLLECTION RECORD)	89	83	88
E139	MAKE ENTRIES ON AFTO FORMS 350 (REPARABLE ITEM PROCESSING TAG)	89	87	88
F201	SOLDER AVIONIC SYSTEM WIRING	89	88	87
G236	PRESET FREQUENCIES IN UHF CONTROL UNITS	74	93	85
F199	SAFETY WIRE AVIONIC SYSTEM LRU	89	90	85
G232	ISOLATE MALFUNCTIONS IN UHF SYSTEMS	74	92	84
F203	TEST CONTINUITY OF COAXIAL CABLES CONNECTORS	94	90	84
F196	REMOVE OR REPLACE RADIO FREQUENCY (RF) COAXIAL	89	88	83
L404	OPERATIONALLY CHECK INTERPHONE SYSTEMS	84	88	81
L407	REMOVE OR REPLACE INTERPHONE CONTROL BOXES	89	90	81
G252	REMOVE OR REPLACE UHF RECEIVER-TRANSMITTERS	89	90	81
F202	SPLICE AVIONIC SYSTEM WIRING	74	70	81
F206	TRACE SIGNALS THROUGH CIRCUITS USING WIRING DIAGRAMS	89	88	81
F209	VISUALLY INSPECT AIRCRAFT COMMUNICATIONS SYSTEMS	84	92	80
F187	REMOVE OR REPLACE AVIONIC SYSTEM COAXIAL CABLES	84	87	78
G239	REMOVE OR REPLACE UHF ANTENNAS	74	83	78
F185	REMOVE OR REPLACE AIRCRAFT ACCESS PLATES OR PANELS	79	87	77
F167	FABRICATE COAXIAL CABLES	94	85	76
F205	TRACE SIGNALS THROUGH CIRCUITS USING SCHEMATICS	94	87	76
F164	CLEAN COMPONENTS OR PARTS	79	88	75
F172	ISOLATE MALFUNCTIONS IN AVIONIC SYSTEMS CABLES	74	87	75
L398	ISOLATE MALFUNCTIONS IN INTERPHONE CORDS	89	83	74
G233	OPERATE ASSOCIATED SYSTEMS WHILE CHECKING UHF SYSTEMS	74	80	72

TABLE 24

REPRESENTATIVE TASKS PERFORMED
BY AFSC 328X1 FIRST-ENLISTMENT PERSONNEL
(1-48 MONTHS TAFMS)

TASKS		PERCENT MEMBERS PERFORMING		
		USAF RESERVE (N=43)	AIR NATIONAL GUARD (N=95)	ACT-DTY MILITARY (N=416)
G250	SAFETY WIRE SYSTEM COMPONENTS	88	84	89
E136	MAKE ENTRIES ON AFTO FORMS 349 (MAINTENANCE DATA COLLECTION RECORD)	84	84	88
E137	MAKE ENTRIES ON AFTO FORMS 350 (REPARABLE ITEM PROCESSING TAG)	86	88	88
G215	INSPECT AVIONIC EQUIPMENT FOR CORROSION	93	82	86
G219	INSPECT PARTS RECEIVED FROM SUPPLY	86	69	85
G229	LOCATE MAINTENANCE INFORMATION IN AIR FORCE TECHNICAL ORDERS	98	83	85
G260	TRACE SIGNALS USING WIRING DIAGRAMS	81	82	84
E139	MAKE ENTRIES ON AFTO FORMS 781 SERIES (AIRCRAFT FORMS)	88	89	83
G259	TRACE CIRCUITS USING SCHEMATICS	88	86	83
G208	CLEAN LINE REPLACEABLE UNITS (LRU)	84	81	82
G227	ISOLATE MALFUNCTIONS TO AVIONIC SYSTEMS WIRING	88	74	80
E109	LOCATE PART NUMBERS IN TECHNICAL PUBLICATIONS	79	78	79
M483	REMOVE OR INSTALL TACAN RT UNITS	88	85	79
G223	ISOLATE MALFUNCTIONS IN AVIONIC SYSTEMS WIRING CABLES	84	74	78
G226	ISOLATE MALFUNCTIONS TO AVIONIC SYSTEMS COAXIAL CABLES	81	76	78
G253	SOLDER AVIONIC SYSTEM WIRING	88	79	78
G256	TEST CONTINUITY OF AVIONIC SYSTEM CABLES	83	79	78
G258	TEST CONTINUITY OF AVIONIC SYSTEM WIRING	83	81	77
G206	CLEAN AVIONIC EQUIPMENT	81	84	76
G222	ISOLATE MALFUNCTIONS IN AVIONIC SYSTEMS COAXIAL CABLES	81	74	76
G257	TEST CONTINUITY OF AVIONIC SYSTEM COAXIAL CABLES	84	82	76
E110	LOCATE STOCK NUMBERS ON MICROFICHE	81	80	75
U971	REMOVE OR INSTALL IFF/AIMS RT UNITS	81	71	75
M461	REMOVE OR INSTALL TACAN CONTROL BOXES	88	80	75
I302	REMOVE OR INSTALL VOR RECEIVERS	88	71	75

TABLE 25

TEST EQUIPMENT USED BY 30 PERCENT OR
MORE OF FIRST ENLISTMENT AFSC 328X0 PERSONNEL
(1-48 MONTHS TAFMS)

TEST EQUIPMENT USED	PERCENT MEMBERS RESPONDING		
	USAF RESERVE (N=19)	AIR NATIONAL GUARD (N=60)	ACT-DTY MILITARY (N=522)
DIGITAL MULTIMETERS	100	93	91
THRULINE WATTMETERS	95	*	89
WATTMETERS	100	98	78
DIGITAL VOLTMETERS	84	93	75
POWER METERS	84	98	75
DUMMY LOADS	95	98	74
ANALOG MULTIMETERS	89	83	68
OSCILLATORS	95	98	67
RF SIGNAL GENERATORS	95	98	67
ALTENUATERS	94	93	63
AUDIO OSCILLATORS	95	98	63
FREQUENCY COUNTERS	89	98	63
POWER SUPPLIES	89	97	59
ANALOG VOLTMETERS	84	82	57
DISTORTION ANALYZERS	84	83	57
AUDIO METERS	84	93	56
AMMETERS	89	85	54
MODULATION/DEVIATION METERS	84	82	51
VACUUM TUBE VOLTMETERS	74	77	48
CABLE TESTERS	68	68	45
TIME DOMAIN REFLECTOMETERS	63	50	43
INTEGRATED TENCH BENCHES	63	62	*
DIFFERENTIAL VOLTMETERS	57	62	*
DIODE CHECKERS	32	48	*
PULSE GENERATORS	47	58	*
RESISTANCE BRIDGES	32	*	*
SPECTRUM ANALYZERS	53	48	*
SWEEP GENERATORS	32	33	*
SWEEP SIGNAL GENERATORS	53	38	*
CAPACITOR CHECKERS	*	47	*
PREAMPLIFIERS	*	32	*
TRANSISTOR CHECKERS	*	57	*
TUBE TESTERS	*	46	*

* Less than 30 percent

TABLE 26

TEST EQUIPMENT USED BY 30 PERCENT OR
MORE OF FIRST ENLISTMENT AFSC 328X1 PERSONNEL
(1-48 MONTHS TAFMS)

TEST EQUIPMENT USED	PERCENT MEMBERS RESPONDING		
	USAF RESERVE (N=43)	AIR NATIONAL GUARD (N=95)	ACT-DTY MILITARY (N=416)
DIGITAL MULTIMETERS	95	93	97
MULTIMETERS	91	92	83
DIGITAL VOLTMETERS	95	87	82
OSCILLOSCOPES	95	87	82
VOR/ILS FLIGHTLINE TEST SETS	91	88	80
DUMMY LOADS	95	87	78
IFF/AIMS FLIGHTLINE TEST SETS	88	79	75
TACAN FLIGHTLINE TEST SETS	93	92	75
POWER METERS	95	79	72
FREQUENCY COUNTERS	95	91	70
SIGNAL GENERATORS	95	84	68
ATTENUATORS	95	83	67
MODE 4 COMPUTER TEST SETS	84	78	61
TACAN SHOP TEST SETS	95	91	61
AMMETERS	93	75	60
VOR/ILS SHOP TEST SETS	93	87	60
IFF/AIMS SHOP TEST SETS	91	82	58
DIRECTIONAL COUPLERS	77	53	55
DIFFERENTIAL VOLTMETERS	84	78	53
RADAR ALTIMETER SHOP TEST SETS	65	78	53
MILLIVOLTMETERS	84	63	50
POWER SUPPLIES, LOW VOLTAGE	91	73	50
PULSE GENERATORS	88	69	50
FREQUENCY METERS	86	64	48
SEARCH AND WEATHER RADAR SHOP TEST SET	84	36	48
SPECTRUM ANALYZERS	81	57	45
WATTMETERS	81	74	44
OSCILLOSCOPE PLUG-INS	74	46	39
RADIO ALTIMETER TEST SETS	53	36	34
STANDING WAVE RADIO (SWR) INDICATORS	79	63	33
POWER SUPPLIES, OTHER THAN LOW VOLTAGE	70	43	32
SWEEP GENERATORS	79	45	31
ADF TEST PANELS	79	36	*
ADF TEST SETS	81	35	*
BOLOMETERS	53	40	*

* Less than 30 percent

TABLE 26 (CONTINUED)

TEST EQUIPMENT USED BY 30 PERCENT OR
MORE OF FIRST ENLISTMENT AFSC 328X1 PERSONNEL
(1-48 MONTHS TAFMS)

TEST EQUIPMENT USED	PERCENT MEMBERS RESPONDING		
	USAF RESERVE (N=43)	AIR NATIONAL GUARD (N=95)	ACT-DTY MILITARY (N=416)
CABLE TESTERS	84	60	*
CAPACITANCE BRIDGES	46	*	*
CAPACITOR CHECKERS	55	35	*
CRYSTAL DIODE CHECKERS	63	40	*
CRYSTAL DIODE DETECTORS	42	*	*
DIODE TESTERS	60	40	*
DISTORTION ANALYZERS	58	44	*
INTEGRATED TEST BENCHES	60	32	*
INTERFACE TEST SETS	56	31	*
PREAMPLIFIERS	53	*	*
RADAR ALTIMETER FLIGHTLINE TEST SETS	65	63	*
RESISTANCE BRIDGES	47	*	*
SEARCH AND WEATHER RADAR FLIGHTLINE TEST SETS	56	*	*
SKE TEST SETS	33	*	*
SWEEP GENERATOR	67	35	*
TIME DOMAIN REFLECTOMETERS	74	55	*
TIME MARK GENERATORS	33	*	*
TRANSISTOR CHECKERS	70	52	*
TUBE TESTERS	67	58	*
WAVE ANALYZERS	33	*	*
WAVE METERS	33	*	*

* Less than 30 percent

TABLE 27

AVIONIC COMMUNICATIONS EQUIPMENT MAINTAINED BY
30 PERCENT OR MORE OF FIRST ENLISTMENT AFSC 328X0 PERSONNEL
(1-48 MONTHS TAFMS)

AVIONIC COMMUNICATIONS EQUIPMENT MAINTAINED	PERCENT MEMBERS PERFORMING		
	USAF RESERVE (N=19)	AIR NATIONAL GUARD (N=60)	ACT-DTY MILITARY (N=522)
UHF RADIO AN/ARC-164	100	98	92
UHF HAVEQUICK SYSTEM ARC-164	47	80	77
INTERPHONE AN/AIC-18	68	*	60
UHF RADIO AN/ARC-186	89	50	57
HF RADIO AN/ARC-190	32	*	44
HF RADIO 618T SYSTEMS	68	*	43
INTERPHONE AN/AIC-10	42	43	41
SECURE SPEECH RECORDERS KY-58	*	*	40
COCKPIT VOICE RECORDER	53	*	34
ELECTRONIC LOCATOR TRANSMITTER	53	*	33
INTERPHONE AN/AIC-25	32	*	32
UNDERWATER BEACONS	47	*	*
INTERPHONE LS-460	*	30	*

* Less than 30 percent

TABLE 28

AVIONIC NAVIGATION SYSTEMS EQUIPMENT MAINTAINED BY
30 PERCENT OR MORE OF FIRST ENLISTMENT AFSC 328X1 PERSONNEL
(1-48 MONTHS TAFMS)

	PERCENT MEMBERS RESPONDING		
AVIONIC NAVIGATION SYSTEMS EQUIPMENT MAINTAINED	USAF RESERVE (N=43)	AIR NATIONAL GUARD (N=95)	ACT-DTY MILITARY (N=416)
TACAN SYSTEMS-ARN-118	93	91	94
IDENTIFICATION/INTERROGATOR SYSTEMS-KIT-1A	56	68	71
IDENTIFICATION/INTERROGATOR SYSTEMS-APX-64	51	*	56
SEARCH WEATHER OR MULTI-MODE SYSTEMS-APN-59	49	37	45
IDENTIFICATION/INTERROGATOR SYSTEMS-KIR-1A	44	53	44
VOR/ILS-ARN-127	42	43	42
VOR/ILS-5IR-6	30	*	38
VOR/ILS-5IV-4	33	*	36
IDENTIFICATION/INTERROGATOR SYSTEMS-APX-72	32	45	31
VOR/ILS-ARN-14	32	*	31
VOR/ILS- 51Z-4	35	*	*
VOR/ILS- 806A/C	30	*	*
ARN-131 (OMEGA)	33	*	*
ADF (COLLINS)	33	*	*
ADF-DFA-73	30	*	*
SW/MM APS-173	44	*	*

* Less than 30 percent

Active-duty Military data which are supported when matched to USAF Reserve or ANG data. The 17 elements are part of only two systems: Direction Finders and VHF AM/FM Radios. Each STS will be discussed below.

STS 455X2A (MAC). There are three elements, all part of subparagraph 13m, not supported by Active-duty Military data, but supported by ANG MAC data in this STS. Table 29 provides information on these three elements.

STS 455X2B (SAC). Table 30 shows the five elements in this STS, all part of subparagraph 13g, VHF AM/FM Radios, supported by the USAF Reserve and ANG SAC data. The data supports the retention of a 2b 3-level proficiency code, which had not been supported by the Active-duty Military data.

STS 455X2C (TAF). Table 31 reflects the two subparagraphs (13g and 13l) with nine elements which are supported by USAF Reserve and ANG TAF data. The 2b skill proficiency codes in the four elements of subparagraph 13g are supported throughout, although the Active-duty Military data did not support them. The five elements of subparagraph 13l are not only supported for retention in the STS but the data also indicate the USAF Reserve and ANG personnel might have a requirement for formal training.

POI 45532. Six of the eight blocks of the POI not supported by Active-duty Military data are supported by data from the USAF Reserve and ANG samples. Table 32 provides information on those blocks supported.

Training Analysis Summary

The 455X2 STSs provide an accurate assessment of both the USAF Reserve and ANG personnel specialty training requirements and are supported by the survey data for those groups. The USAF Reserve and ANG sample data actually support more STS elements than the data from the Active-duty Military samples. The same is true for the 45532 POI. There appear to be few major differences between the training needs of the USAF Reserve, ANG, Active-duty Military personnel. Data concerning test equipment used, the additional elements supported in the STSs, and additional blocks supported in the POI do, however, indicate that the training needs of Air Force Reserve Component first enlistment personnel should be examined for possible additional or tailored training requirements.

JOB SATISFACTION ANALYSIS

Examination of the job satisfaction indicators gives career ladder managers a better understanding of some of the factors which may impact on job performance of airmen in the career ladder. Attitude questions covering job interest, perceived utilization of talents and training, sense of accomplishment from work and reenlistment intentions were included in the survey booklet. The information from these questions is provided in Table 33 for

TABLE 29

455X2A (MAC) STS ELEMENTS
UNSUPPORTED BY ACTIVE-DUTY MILITARY
SUPPORTED BY RESERVE COMPONENT DATA

STS ITEM (WITH SELECTED SAMPLE TASK)	SURVEY DATA	3LVL PROF CODE	PERCENT MEMBERS PERFORMING: 1ST JOB ACT-DTY MIL	1ST ENL ACT-DTY MIL	RES 1ST ENL MAC	RES TOT MAC	ANG 1ST ENL MAC	ANG TOT MAC
13m DIRECTION FINDERS								
(1) ACCOMPLISH MINIMUM PERFORMANCE CHECKS OF SYSTEM LRU N442 BENCH CHECK UHF DF ANTENNAS	C	-	11	14	17	20	29	23
(2) ISOLATE MALFUNCTIONS TO SRU OR COMPONENTS N452 ISOLATE MALFUNCTIONS IN UHF DF ANTENNAS	C	-	11	13	17	20	27	23
(6) ADJUST SYSTEM LRU TO TO SPECIFICATIONS N436 ALIGN UHF DF ANTENNAS	C	-	9	11	17	20	22	15

C = Communications survey data used for support

TABLE 30

455X2B (SAC) STS ELEMENTS
UNSUPPORTED BY ACTIVE-DUTY MILITARY
SUPPORTED BY RESERVE COMPONENT DATA

STS ITEM (WITH SELECTED SAMPLE TASK)	SURVEY DATA	3LVL PROF CODE	PERCENT MEMBERS PERFORMING: 1ST JOB ACT-DTY MIL	1ST ENL ACT-DTY MIL	RES 1ST ENL SAC	RES TOT SAC	ANG 1ST ENL SAC	ANG TOT SAC
13g VHF AM/FM RADIO								
(1) ACCOMPLISH MINIMUM PERFORMANCE CHECKS OF SYSTEM LRU		2b						
H270 BENCH CHECK VHF AM/FM RECEIVER-TRANSMITTERS	C		11	14	46	50	56	44
(2) ISOLATE MALFUNCTIONS TO SRU OR COMPONENTS		2b						
H276 ISOLATE MALFUNCTIONS IN VHF AM/FM SYSTEMS	C		13	18	54	50	33	38
(3) REMOVE SRU OR COMPONENTS		2b						
H290 REMOVE OR REPLACE VHF AM/FM RECEIVER-TRANSMITTER SUBASSEMBLIES	C		8	12	38	50	33	38
(4) INSTALL SRU OR COMPONENTS		2b						
H290 REMOVE OR REPLACE VHF AM/FM RECEIVER-TRANSMITTER SUBASSEMBLIES	C		8	12	38	50	33	38
(6) ADJUST SYSTEM LRU TO TO SPECIFICATIONS		2b						
H266 ALIGN VHF AM/FM RECEIVER-TRANSMITTERS	C		10	14	31	50	33	38

C = Communication survey data used for support

TABLE 31

455X2C (TAF) STS ELEMENTS
UNSUPPORTED BY ACTIVE-DUTY MILITARY
SUPPORTED BY RESERVE COMPONENT DATA

STS ITEM (WITH SELECTED SAMPLE TASK)	SURVEY DATA	3LVL PROF CODE	PERCENT MEMBERS PERFORMING: 1ST JOB ACT-DTY MIL	1ST ENL ACT-DTY MIL	RES 1ST ENL TAF	RES TOT TAF	ANG 1ST ENL TAF	ANG TOT TAF
13g VHF AM/FM RADIO								
(1) ACCOMPLISH MINIMUM PERFORMANCE CHECKS OF SYSTEM LRU		2b						
H270 BENCH CHECK VHF AM/FM RECEIVER-TRANSMITTERS	C		21	21	50	27	44	43
(3) REMOVE SRU OR COMPONENTS		2b						
H290 REMOVE OR REPLACE VHF AM/FM RECEIVER-TRANSMITTER SUBASSEMBLIES	C		21	18	50	23	42	41
(4) INSTALL SRU OR COMPONENTS		2b						
H290 REMOVE OR REPLACE VHF AM/FM RECEIVER-TRANSMITTER SUBASSEMBLIES	C		21	18	50	23	42	41
(6) ADJUST SYSTEM LRU TO TO SPECIFICATIONS		2b						
H266 ALIGN VHF AM/FM RECEIVER-TRANSMITTERS	C		20	20	50	32	44	39

C = Communication survey data used for support

TABLE 31 (CONTINUED)

455X2C (TAF) STS ELEMENTS
UNSUPPORTED BY ACTIVE-DUTY MILITARY
SUPPORTED BY RESERVE COMPONENT DATA

STS ITEM (WITH SELECTED SAMPLE TASK)	SURVEY DATA	3LVL PROF CODE	PERCENT MEMBERS PERFORMING: 1ST JOB ACT-DTY MIL	1ST ENL ACT-DTY MIL	RES 1ST ENL TAF	RES TOT TAF	ANG 1ST ENL TAF	ANG TOT TAF
131 DIRECTION FINDERS								
(1) ACCOMPLISH MINIMUM PERFORMANCE CHECKS OF SYSTEM LRU N442 BENCH CHECK UHF DF ANTENNAS	C	-	6	11	50	23	44	44
(2) ISOLATE MALFUNCTIONS TO SRU OR COMPONENTS N452 ISOLATE MALFUNCTIONS IN UHF DF ANTENNAS	C	-	7	13	50	23	36	39
(3) REMOVE SRU OR COMPONENTS N464 REMOVE OR REPLACE UHF DF AMPLIFIERS	C	-	10	11	50	14	25	29
(4) INSTALL SRU OR COMPONENTS N464 REMOVE OR REPLACE UHF DF AMPLIFIERS	C	-	10	11	50	14	25	29
(6) ADJUST SYSTEM LRU TO TO SPECIFICATIONS N436 ALIGN UHF DF ANTENNAS	C	-	7	10	50	27	31	34

C = Communication survey data used for support

TABLE 32

45532 POI BLOCKS
UNSUPPORTED BY ACTIVE-DUTY MILITARY
SUPPORTED BY RESERVE COMPONENT DATA

POI BLOCK	REFERENCE UNIT	TIME (HOURS)	SURVEY DATA	MAJOR COMMAND	SELECTED SAMPLE TASKS		PERCENT MEMBERS PERFORMING							
							ACT-DTY MIL		USAF RESERVE			AIR NATIONAL GUARD		
							1ST JOB	1ST ENL	1ST ENL MAC	1ST ENL SAC	1ST ENL TAF	1ST ENL MAC	1ST ENL SAC	1ST ENL TAF
XII	4a	12	C	SAC	H270	BENCH CHECK VHF AM/FM RECEIVER-TRANSMITTERS	11	14	83	46	50	77	56	44
XII	4b	16	C	SAC	H276	ISOLATE MALFUNCTIONS IN VHF AM/FM SYSTEMS	13	18	50	54	50	69	33	36
XIII	8a	2	C	TAF	K359	BENCH CHECK HF RECEIVER-TRANSMITTERS	19	20	75	69	100	92	67	17
XIII	8b	3	C	TAF	K354	BENCH CHECK HF CONTROL UNITS	13	16	67	77	100	77	44	17
XIII	8c	14	C	TAF	K359	BENCH CHECK HF RECEIVER-TRANSMITTERS	19	20	75	69	100	92	67	17
XIII	8d	2	C	TAF	K356	BENCH CHECK HF COUPLERS	13	15	67	69	100	77	44	17

C = Communication survey data used for support

TABLE 33

COMPARISONS OF JOB SATISFACTION INDICATORS
FOR AFSC 328X0 PERSONNEL
(PERCENT MEMBERS RESPONDING)

	USAF RESERVE		AIR NATIONAL GUARD			
VARIABLE INFORMATION	AIR RESERVE TECHNICIAN (N=46)	TRADITIONAL RESERVIST (N=95)	ANG TECHNICIAN (N=81)	AIR RESERVE GUARDSMEN (N=5)	TRADITIONAL GUARDSMEN (N=104)	ACTIVE-DUTY MILITARY SAMPLE (N=1,506)
PERCEIVED JOB:						
INTERESTING	87	89	85	80	88	73
SO-SO	9	3	11	0	7	16
DULL	4	8	4	20	5	10
PERCEIVED USE OF TALENT:						
FAIRLY WELL TO PERFECTLY	91	87	94	80	88	77
LITTLE OR NOT AT ALL	9	13	6	20	12	23
PERCEIVED USE OF TRAINING:						
FAIRLY WELL TO PERFECTLY	89	87	89	100	89	70
LITTLE OR NOT AT ALL	11	13	11	0	11	29
SENSE OF WORK ACCOMPLISHMENT:						
SATISFIED	87	79	80	80	83	68
NEUTRAL	4	11	10	20	10	11
DISSATISFIED	9	10	10	0	7	21
REENLISTMENT INTENTIONS:						
WILL/PROBABLY WILL REENLIST	93	81	94	80	77	66
WILL NOT/PROBABLY WILL NOT REENLIST	7	10	5	20	11	27
WILL RETIRE	0	9	0	0	10	6
NO COMMENT	0	0	1	0	2	1

Communications (AFSC 328X0) personnel and Table 34 for Navigation Systems (AFSC 328X1) personnel. The Active-duty Military data are provided to allow a comparison among the different components.

USAF Reserve and ANG personnel in both AFSCs 328X0 and 328X1 tend to have much higher overall job satisfaction than their Active-duty Military counterparts. Data concerning full-time technicians and part-time traditional personnel is also displayed to give managers information as to how they compare. Overall, there does not appear to be major differences in job satisfaction between the technicians and the traditional personnel for USAF Reserve or ANG groups in either AFSC.

ADDITIONAL ISSUES

ANG Bureau personnel requested data be collected on four areas. One was on reenlistment intentions of ANG airmen. Another was on the incentives received to reenlist or remain in the ANG. A third was to determine if an incentive was received, would the individual have enlisted or reenlisted without the incentive. Finally they wanted to know what reason those choosing not to reenlist had for their decision. Reenlistment intention data were collected through a standard background question on the job inventory. Questions for the other areas were developed and placed in a special section of the job inventory background section to be answered by ANG personnel only. Data gathered on the additional interest items are displayed in Tables 33 through 41.

Tables 33 and 34, dealing with job satisfaction, provide reenlistment intent data based on personnel categories. All categories of personnel report comparatively high reenlistment intentions, with the full-time Air Reserve and ANG technicians higher than the Traditional Guardsmen. A different perspective is provided in Table 34, where a Total Active Federal Military Service (TAFMS) breakout for each AFSC is shown. A high percentage of airmen in each group indicate a predilection toward probable reenlistment.

The second area of interest was information concerning the types of enlistment or reenlistment incentives Air National Guardsmen received. Of the 189 Communications personnel in the ANG sample, 44 indicated they had received an incentive. Table 36 shows the data on the types of incentives these individuals received. Data for personnel categories and TAFMS are provided in the table. The same type of information is shown for the 64 out of 266 Navigation Systems personnel in Table 37. Enlistment and reenlistment bonuses appear to be the incentives most people receive, with student loan repayment not received as often. Receiving more than one incentive seems to be the exception rather than the rule.

The next type of information desired was to determine if individuals who had received an incentive would have enlisted or reenlisted if they had not received the incentive. Table 38 shows the breakout of the data from 54 Communications personnel who indicated whether they would or would not enlist or reenlist without an incentive. Table 39 provides these data for the 76

TABLE 34

COMPARISONS OF JOB SATISFACTION INDICATORS
FOR AFSC 328X1 PERSONNEL
(PERCENT MEMBERS RESPONDING)

	USAF RESERVE		AIR NATIONAL GUARD			
VARIABLE INFORMATION	AIR RESERVE TECHNICIAN (N=81)	TRADITIONAL RESERVIST (N=87)	ANG TECHNICIAN (N=127)	AIR RESERVE GUARDSMEN (N=16)	TRADITIONAL GUARDSMEN (N=123)	ACTIVE-DUTY MILITARY SAMPLE (N=1,609)
PERCEIVED JOB:						
INTERESTING	84	90	88	94	89	75
SO-SO	10	6	7	6	10	14
DULL	6	4	5	0	1	11
PERCEIVED USE OF TALENT:						
FAIRLY WELL TO PERFECTLY	92	91	94	94	91	79
LITTLE OR NOT AT ALL	8	9	6	6	9	21
PERCEIVED USE OF TRAINING:						
FAIRLY WELL TO PERFECTLY	91	95	93	94	92	75
LITTLE OR NOT AT ALL	9	5	7	6	8	25
SENSE OF WORK ACCOMPLISHMENT:						
SATISFIED	81	81	84	87	82	68
NEUTRAL	6	11	7	0	8	12
DISSATISFIED	13	8	9	13	10	20
REENLISTMENT INTENTIONS:						
WILL/PROBABLY WILL REENLIST	87	85	94	100	76	66
WILL NOT/PROBABLY WILL NOT REENLIST	1	7	4	0	13	25
WILL RETIRE	11	7	1	0	10	6
NO COMMENT	1	1	1	0	1	2

TABLE 35

SPECIAL DATA REQUESTED-REENLISTMENT INTENTIONS
NATIONAL GUARD TAFMS
(PERCENT MEMBERS RESPONDING POSITIVELY)

	AFSC 328X0 PERSONNEL			AFSC 328X1 PERSONNEL		
INFORMATION REQUESTED	FIRST ENLISTMENT (N=95)	SECOND ENLISTMENT (N=42)	CAREER (N=125)	FIRST ENLISTMENT (N=95)	SECOND ENLISTMENT (N=42)	CAREER (N=125)
WILL/PROBABLY WILL REENLIST	86	86	86	78	95	83
WILL NOT/PROBABLY WILL NOT REENLIST	13	12	3	13	5	7
WILL RETIRE	0	2	9	3	0	10
NO COMMENT	1	0	2	6	0	0

TABLE 36

SPECIAL DATA REQUESTED-ENLISTMENT INCENTIVES RECEIVED
NATIONAL GUARD 328X0 PERSONNEL
(DISTRIBUTION MEMBERS RESPONDING POSITIVELY)

	TAFMS			PERSONNEL CATEGORY		
INFORMATION REQUESTED	FIRST ENLISTMENT (N=25)	SECOND ENLISTMENT (N=7)	CAREER (N=12)	ANG TECHNICIAN (N=12)	AIR RESERVE GUARD (N=1)	TRADITIONAL GUARD (N=31)
ENLISTMENT BONUS RECEIVED	12	3	1	4	0	12
REENLISTMENT BONUS RECEIVED	8	2	10	5	1	14
STUDENT LOAN REPAYMENT RECEIVED	2	0	0	2	0	0
TWO OR MORE BONUSES OR LOAN PAYMENTS RECEIVED	3	2	1	1	0	5

TABLE 37

SPECIAL DATA REQUESTED-ENLISTMENT INCENTIVES RECEIVED
NATIONAL GUARD AFSC 328X1 PERSONNEL
(DISTRIBUTION MEMBERS RESPONDING POSITIVELY)

	TAFMS			PERSONNEL CATEGORY		
INFORMATION REQUESTED	FIRST ENLISTMENT (N=37)	SECOND ENLISTMENT (N=12)	CAREER (N=15)	ANG TECHNICIAN (N=14)	AIR RESERVE GUARD (N=2)	TRADITIONAL GUARD (N=48)
ENLISTMENT BONUS RECEIVED	16	1	3	5	1	14
REENLISTMENT BONUS RECEIVED	6	4	9	6	1	13
STUDENT LOAN REPAYMENT RECEIVED	6	5	3	1	0	12
TWO OR MORE BONUSES OR LOAN PAYMENTS RECEIVED	9	2	0	2	0	9

TABLE 38

SPECIAL DATA REQUESTED-NEED FOR ENLISTMENT INCENTIVES
NATIONAL GUARD 328X0 PERSONNEL
(DISTRIBUTION MEMBERS RESPONDING POSITIVELY)

	TAFMS			PERSONNEL CATEGORY		
INFORMATION REQUESTED	FIRST ENLISTMENT (N=26)	SECOND ENLISTMENT (N=8)	CAREER (N=20)	ANG TECHNICIAN (N=18)	AIR RESERVE GUARD (N=1)	TRADITIONAL GUARD (N=35)
WOULD ENLIST OR REENLIST WITHOUT INCENTIVE	17	4	16	14	1	22
WOULD NOT ENLIST OR REENLIST WITHOUT INCENTIVE	9	4	4	4	0	13

TABLE 39

SPECIAL DATA REQUESTED-NEED FOR ENLISTMENT INCENTIVES
NATIONAL GUARD AFSC 328X1 PERSONNEL
(DISTRIBUTION MEMBERS RESPONDING POSITIVELY)

	TAFMS			PERSONNEL CATEGORY		
INFORMATION REQUESTED	FIRST ENLISTMENT (N=35)	SECOND ENLISTMENT (N=13)	CAREER (N=28)	ANG TECHNICIAN (N=26)	AIR RESERVE GUARD (N=4)	TRADITIONAL GUARD (N=46)
WOULD ENLIST OR REENLIST WITHOUT INCENTIVE	25	7	27	25	4	31
WOULD NOT ENLIST OR REENLIST WITHOUT INCENTIVE	10	6	1	1	0	15

Navigation Systems personnel selecting one of these two answers. The majority of the personnel in both AFSCs indicate they would have enlisted or reenlisted without an incentive. The groups least likely to want to reenlist without an incentive are the second-enlistment personnel and Traditional Guardsmen.

The fourth area of interest is the main reason individuals do not reenlist in the ANG. Forty-three Communications personnel and 52 Navigation Systems personnel indicated the reason they do not plan to reenlist. Table 40 shows the Communications data and Table 41 has the Navigation Systems data. The civilian job considerations appears to be the most popular reason not to reenlist. The next most used category reason is "other." Unfortunately, the respondents did not elaborate on their meaning.

IMPLICATIONS

USAF Reserve and ANG personnel were included in this survey to determine similarities with each other and between them and their Active-duty Military counterparts. The data support the proposition that they are very similar to each other and do have some of the same jobs as Active-duty Military personnel. The survey data for the USAF Reserve and the ANG support the training documents used for AFSC 455X2. It appears that USAF Reserve and ANG subject-matter experts should have input to any changes made to the AFSC 455X2 training documents. Surveying USAF Reserve and ANG personnel is feasible and should be considered for those AFSCs where these components have comparatively large training requirements. Job Inventories were completed in a manner comparable to that of Active-duty Military personnel. Data provided could be analyzed in the same manner as Active-duty Military data. Survey administration for USAF Reserve and ANG surveys should go through units to provide the control necessary to assure a good percentage of the job inventories are returned and that they are useable.

TABLE 40

SPECIAL DATA REQUESTED-REASON FOR SEPARATION
NATIONAL GUARD 328X0 PERSONNEL
(DISTRIBUTION MEMBERS RESPONDING POSITIVELY)

	TAFMS			PERSONNEL CATEGORY	
INFORMATION REQUESTED	FIRST ENLISTMENT (N=18)	SECOND ENLISTMENT (N=10)	CAREER (N=15)	ANG TECHNICIAN (N=17)	TRADITIONAL GUARD (N=26)
CIVILIAN JOB CONSIDERATIONS	8	4	3	7	8
ENLIST IN OTHER COMPONENT	2	0	1	0	3
ANG JOB DISSATISFACTION	1	1	2	2	2
DISSATISFIED ANG SUPERVISION	2	1	4	5	2
NO BONUS INCENTIVE	3	3	1	3	4
OTHER	2	1	4	0	7

TABLE 41

SPECIAL DATA REQUESTED-REASON FOR SEPARATION
NATIONAL GUARD AFSC 328X1 PERSONNEL
(DISTRIBUTION OF MEMBERS RESPONDING POSITIVELY)

	TAFMS			PERSONNEL CATEGORY		
INFORMATION REQUESTED	FIRST ENLISTMENT (N=24)	SECOND ENLISTMENT (N=12)	CAREER (N=15)	ANG TECHNICIAN (N=9)	AIR RESERVE GUARD (N=1)	TRADITIONAL GUARD (N=41)
CIVILIAN JOB CONSIDERATIONS	13	4	5	5	0	17
ENLIST IN OTHER COMPONENT	1	1	1	0	0	3
ANG JOB DISSATISFACTION	3	3	0	3	0	3
DISSATISFIED ANG SUPERVISION	1	1	1	0	0	3
NO BONUS INCENTIVE	3	1	0	0	0	4
OTHER	3	2	8	1	1	11

APPENDIX A

SELECTED REPRESENTATIVE TASKS PERFORMED BY USAF RESERVE PERSONNEL IN AFSC 328X0 CAREER LADDER SPECIALTY JOBS

TABLE I

GROUP NUMBER AND TITLE: STG008, GENERAL MAINTENANCE TECHNICIAN CLUSTER
GROUP SIZE: 118 PERCENT MEMBERS OF SAMPLE: 84%
AVERAGE GRADE: E-4 AVERAGE TICF: 88
AVERAGE TASKS PERFORMED: 195

TASKS ARE LISTED IN DESCENDING ORDER OF PERCENT MEMBERS PERFORMING:

TASKS		PERCENT MEMBERS PERFORMING
F163	BENCH CHECK AVIONIC SYSTEMS MOCKUP LRU	94
G218	BENCH CHECK UHF RECEIVER-TRANSMITTERS	93
G232	ISOLATE MALFUNCTIONS IN UHF SYSTEMS	92
F203	TEST CONTINUITY OF COAXIAL CABLES	92
F205	TRACE SIGNALS THROUGH CIRCUITS USING SCHEMATICS	92
F199	SAFETY WIRE AVIONIC SYSTEM LRU	91
G252	REMOVE OR REPLACE UHF RECEIVER-TRANSMITTERS	91
E139	MAKE ENTRIES ON AFTO FORMS 350 (REPARABLE ITEM PROCESSING TAG)	91
F201	SOLDER AVIONIC SYSTEM WIRING	90
F196	REMOVE OR REPLACE RADIO FREQUENCY (RF) COAXIAL CONNECTORS	90
F206	TRACE SIGNALS THROUGH CIRCUITS USING WIRING DIAGRAMS	90
F138	MAKE ENTRIES ON AFTO FORMS 349 (MAINTENANCE DATA COLLECTION RECORD)	90
G236	PRESET FREQUENCIES IN UHF CONTROL UNITS	89
G213	ALIGN UHF RECEIVER-TRANSMITTERS	89
G227	ISOLATE MALFUNCTIONS IN UHF RECEIVER-TRANSMITTERS	89
G210	ADJUST ULTRA HIGH FREQUENCY (UHF) RADIO SYSTEMS	89
L404	OPERATIONALLY CHECK INTERPHONE SYSTEMS	88
L407	REMOVE OR REPLACE INTERPHONE CONTROL BOXES	88
L398	ISOLATE MALFUNCTIONS IN INTERPHONE CORDS	88
F207	TRANSPORT TEST EQUIPMENT TO OR FROM FLIGHTLINE	88
F164	CLEAN COMPONENTS OR PARTS	87
L395	FABRICATE INTERPHONE CORDS	87
F162	ALIGN AVIONIC SYSTEMS MOCKUP LINE REPLACEABLE UNITS (LRU)	86
F205	TRACE SIGNALS THROUGH CIRCUITS USING SCHEMATICS	86
F209	VISUALLY INSPECT AIRCRAFT COMMUNICATIONS SYSTEMS	86
F167	FABRICATE COAXIAL CABLES	86
G251	REMOVE OR REPLACE UHF RECEIVER-TRANSMITTER SUBASSEMBLIES	85
F176	ISOLATE MALFUNCTIONS IN AVIONIC SYSTEMS WIRING	84
F171	INVENTORY CONSOLIDATED TOOL KITS (CTK)	83
F185	REMOVE OR REPLACE AIRCRAFT ACCESS PLATES OR PANELS	83

TABLE II

GROUP NUMBER AND TITLE: STG019, SUPERVISOR CLUSTER
GROUP SIZE: 10 PERCENT MEMBERS OF SAMPLE: 7%
AVERAGE GRADE: E-6 AVERAGE TICF: 156
AVERAGE TASKS PERFORMED: 93

TASKS ARE LISTED IN DESCENDING ORDER OF PERCENT MEMBERS PERFORMING:

TASKS		PERCENT MEMBERS PERFORMING
B18	COUNSEL PERSONNEL	100
C58	INSPECT COMPLETED JOBS	100
A16	SCHEDULE WORK ASSIGNMENTS	100
E143	ORIENT NEWLY ASSIGNED PERSONNEL	90
C65	WRITE APR	90
B38	WRITE CORRESPONDENCE	90
B19	DIRECT FIELD SHOP MAINTENANCE ACTIVITIES	90
D89	MAINTAIN TRAINING RECORDS	90
D76	COUNSEL OJT TRAINEES ON PROGRESS	90
D69	ASSIGN ON-THE-JOB TRAINING (OJT) TRAINERS	90
D78	DEMONSTRATE HOW TO LOCATE TECHNICAL INFORMATION	90
C56	INDORSE AIRMAN PERFORMANCE REPORTS (APR)	90
D79	DETERMINE OJT REQUIREMENTS	90
A1	ASSIGN PERSONNEL TO DUTY POSITIONS	90
C64	VERIFY MAINTENANCE MANAGEMENT INFORMATION AND CONTROL SYSTEM (MMICS) LISTINGS	90
B20	DIRECT FLIGHTLINE MAINTENANCE ACTIVITIES	90
D71	CONDUCT OJT	90
D95	SCHEDULE PERSONNEL FOR TRAINING	90
E124	MAINTAIN MAINTENANCE MANAGEMENT INFORMATION AND CONTROL SYSTEM (MMICS) WORKCENTER LISTINGS	90
A4	DETERMINE WORK PRIORITIES	80
B37	INTERPRET POLICIES FOR SUBORDINATES	80
E116	LOCATE PART OR STOCK NUMBERS IN TECHNICAL PUBLICATIONS	80
E139	MAKE ENTRIES ON AFTO FORMS 350 (REPARABLE ITEM PROCESSING TAG)	80
E110	IDENTIFY PARTS USING ILLUSTRATED PARTS BREAKDOWN (IPB)	80
A4	DETERMINE WORK PRIORITIES	80
A2	ASSIGN SPONSORS FOR NEWLY ASSIGNED PERSONNEL	80
C60	INSPECT REPORTED DISCREPANCIES	80
E104	COORDINATE FLIGHTLINE MAINTENANCE ACTIVITIES	80
E159	UPDATE MMICS USING AF FORMS 2426 (TRAINING REQUEST AND COMPLETION NOTIFICATION)	80
E115	LOCATE MAINTENANCE INFORMATION IN TECHNICAL PUBLICATIONS	70

APPENDIX B

SELECTED REPRESENTATIVE TASKS PERFORMED BY AIR NATIONAL GUARD PERSONNEL IN AFSC 328X0 CAREER LADDER SPECIALTY JOBS

TABLE I

GROUP NUMBER AND TITLE: STG008, GENERAL MAINTENANCE TECHNICIAN CLUSTER
GROUP SIZE: 173 PERCENT MEMBERS OF SAMPLE: 91%
AVERAGE GRADE: E-4 AVERAGE TICF: 116
AVERAGE TASKS PERFORMED: 195

TASKS ARE LISTED IN DESCENDING ORDER OF PERCENT MEMBERS PERFORMING:

TASKS		PERCENT MEMBERS PERFORMING
L404	OPERATIONALLY CHECK INTERPHONE SYSTEMS	96
G232	ISOLATE MALFUNCTIONS IN UHF SYSTEMS	96
L407	REMOVE OR REPLACE INTERPHONE CONTROL BOXES	96
G236	PRESET FREQUENCIES IN UHF CONTROL UNITS	96
G218	BENCH CHECK UHF RECEIVER-TRANSMITTERS	95
F199	SAFETY WIRE AVIONIC SYSTEM LRU	95
G252	REMOVE OR REPLACE UHF RECEIVER-TRANSMITTERS	95
G210	ADJUST ULTRA HIGH FREQUENCY (UHF) RADIO SYSTEMS	95
F206	TRACE SIGNALS THROUGH CIRCUITS USING WIRING DIAGRAMS	95
F209	VISUALLY INSPECT AIRCRAFT COMMUNICATIONS SYSTEMS	95
F164	CLEAN COMPONENTS OR PARTS	94
F201	SOLDER AVIONIC SYSTEM WIRING	94
F203	TEST CONTINUITY OF COAXIAL CABLES	94
L395	FABRICATE INTERPHONE CORDS	94
F176	ISOLATE MALFUNCTIONS IN AVIONIC SYSTEMS WIRING	94
F205	TRACE SIGNALS THROUGH CIRCUITS USING SCHEMATICS	94
F172	ISOLATE MALFUNCTIONS IN AVIONIC SYSTEMS CABLES	94
F207	TRANSPORT TEST EQUIPMENT TO OR FROM FLIGHTLINE	94
L391	BENCH CHECK INTERPHONE CONTROL BOXES	94
L398	ISOLATE MALFUNCTIONS IN INTERPHONE CORDS	93
G213	ALIGN UHF RECEIVER-TRANSMITTERS	93
F196	REMOVE OR REPLACE RADIO FREQUENCY (RF) COAXIAL CONNECTORS	93
F185	REMOVE OR REPLACE AIRCRAFT ACCESS PLATES OR PANELS	93
F163	BENCH CHECK AVIONIC SYSTEMS MOCKUP LRU	92
E139	MAKE ENTRIES ON AFTO FORMS 350 (REPARABLE ITEM PROCESSING TAG)	92
G227	ISOLATE MALFUNCTIONS IN UHF RECEIVER-TRANSMITTERS	92
L409	REMOVE OR REPLACE INTERPHONE CORDS	92
F162	ALIGN AVIONIC SYSTEMS MOCKUP LINE REPLACEABLE UNITS (LRU)	91
G251	REMOVE OR REPLACE UHF RECEIVER-TRANSMITTER SUBASSEMBLIES	91
F171	INVENTORY CONSOLIDATED TOOL KITS (CTK)	81

TABLE II

GROUP NUMBER AND TITLE: STG019, SUPERVISOR
GROUP SIZE: 6 PERCENT MEMBERS OF SAMPLE: 3%
AVERAGE GRADE: E-6 AVERAGE TICF: 196
AVERAGE TASKS PERFORMED: 89

TASKS ARE LISTED IN DESCENDING ORDER OF PERCENT MEMBERS PERFORMING:

TASKS		PERCENT MEMBERS PERFORMING
B18	COUNSEL PERSONNEL	100
E143	ORIENT NEWLY ASSIGNED PERSONNEL	100
A4	DETERMINE WORK PRIORITIES	100
C58	INSPECT COMPLETED JOBS	100
B38	WRITE CORRESPONDENCE	100
B19	DIRECT FIELD SHOP MAINTENANCE ACTIVITIES	100
D76	COUNSEL OJT TRAINEES ON PROGRESS	100
D69	ASSIGN ON-THE-JOB TRAINING (OJT) TRAINERS	100
D95	SCHEDULE PERSONNEL FOR TRAINING	100
A8	ESTABLISH PERFORMANCE STANDARDS	100
C44	EVALUATE COMPLIANCE WITH PERFORMANCE STANDARDS	100
E141	OPERATE MICROFICHE VIEWERS	100
B37	INTERPRET POLICIES FOR SUBORDINATES	83
E115	LOCATE MAINTENANCE INFORMATION IN TECHNICAL PUBLICATIONS	83
A16	SCHEDULE WORK ASSIGNMENTS	83
E139	MAKE ENTRIES ON AFTO FORMS 350 (REPARABLE ITEM PROCESSING TAG)	83
D78	DEMONSTRATE HOW TO LOCATE TECHNICAL INFORMATION	83
D79	DETERMINE OJT REQUIREMENTS	83
A1	ASSIGN PERSONNEL TO DUTY POSITIONS	83
C60	INSPECT REPORTED DISCREPANCIES	83
A15	SCHEDULE PERSONNEL FOR ABSENCES, SUCH AS LEAVE OR TEMPORARY DUTY (TDY) ASSIGNMENTS	83
B22	DIRECT MAINTENANCE OF EQUIPMENT	83
C39	ANALYZE WORKLOAD REQUIREMENTS	83
C55	EVALUATE WORK SCHEDULES	83
D84	DIRECT OJT PROGRAMS	83
D88	IMPLEMENT TRAINING PROGRAMS	83
E105	DETERMINE REPAIR PRIORITIES	83
E136	MAKE ENTRIES ON AF FORMS 2430 (SPECIALIST DISPATCH CONTROL LOG)	83
E140	MAKE ENTRIES ON SUPPLY TURN IN OR ISSUE FORMS, SUCH AS DD FORMS 1577, AF FORMS 2005, OR DD FORMS 1150	83

APPENDIX C

SELECTED REPRESENTATIVE TASKS PERFORMED BY USAF RESERVE PERSONNEL IN AFSC 328X1 CAREER LADDER SPECIALTY JOBS

TABLE I

GROUP NUMBER AND TITLE: STG015, GENERAL MAINTENANCE TECHNICIAN CLUSTER
GROUP SIZE: 139 PERCENT MEMBERS OF SAMPLE: 83%
AVERAGE GRADE: E-4 AVERAGE TICF: 114
AVERAGE TASKS PERFORMED: 418

TASKS ARE LISTED IN DESCENDING ORDER OF PERCENT MEMBERS PERFORMING:

TASKS		PERCENT MEMBERS PERFORMING
G229	LOCATE MAINTENANCE INFORMATION IN AIR FORCE TECHNICAL ORDERS	97
G208	CLEAN LINE REPLACEABLE UNITS (LRU)	96
G206	CLEAN AVIONIC EQUIPMENT	96
G215	INSPECT AVIONIC EQUIPMENT FOR CORROSION	96
G259	TRACE CIRCUITS USING SCHEMATICS	96
G222	ISOLATE MALFUNCTIONS IN AVIONIC SYSTEMS COAXIAL CABLES	96
G258	TEST CONTINUITY OF AVIONIC SYSTEM WIRING	96
G219	INSPECT PARTS RECEIVED FROM SUPPLY	95
G260	TRACE SIGNALS USING WIRING DIAGRAMS	95
G250	SAFETY WIRE SYSTEM COMPONENTS	95
M435	ISOLATE MALFUNCTIONS IN TACAN ANTENNA SELECTORS	95
G223	ISOLATE MALFUNCTIONS IN AVIONIC SYSTEMS WIRING CABLES	94
G227	ISOLATE MALFUNCTIONS TO AVIONIC SYSTEMS WIRING	94
G256	TEST CONTINUITY OF AVIONIC SYSTEM CABLES	94
G257	TEST CONTINUITY OF AVIONIC SYSTEM COAXIAL CABLES	94
J324	OPERATIONALLY CHECK GLIDESLOPES USING FLIGHTLINE TEST EQUIPMENT (FTE)	94
M483	REMOVE OR INSTALL TACAN RT UNITS	94
G228	ISOLATE MOCKUP MALFUNCTIONS TO SUBASSEMBLIES	93
J310	BENCH CHECK LOCALIZER RECEIVERS	93
J347	REMOVE OR INSTALL MARKER BEACON RECEIVERS	93
H263	BENCH CHECK MOCKUP LRU	92
H261	ALIGN MOCKUP LINE REPLACEABLE UNITS (LRU)	92
E137	MAKE ENTRIES ON AFTO FORMS 350 (REPARABLE ITEM PROCESSING TAG)	92
H272	REMOVE OR INSTALL MOCKUP LRU	92
E136	MAKE ENTRIES ON AFTO FORMS 349 (MAINTENANCE DATA COLLECTION RECORD)	92
J308	BENCH CHECK GLIDESLOPE RECEIVERS	92
E139	MAKE ENTRIES ON AFTO FORMS 781 SERIES (AIRCRAFT FORMS)	92
H273	REMOVE OR INSTALL MOCKUP SUBASSEMBLIES	92
J306	ALIGN LOCALIZER RECEIVERS	92
J331	REMOVE OR INSTALL GLIDESLOPE RECEIVERS	92
H267	ISOLATE MALFUNCTIONS TO MOCKUP LRU	91
J304	ALIGN GLIDESLOPE RECEIVERS	91
M442	ISOLATE MALFUNCTIONS IN TACAN RT UNITS	91

TABLE II

GROUP NUMBER AND TITLE: STG023, SUPERVISOR
GROUP SIZE: 8 PERCENT MEMBERS OF SAMPLE: 5%
AVERAGE GRADE: E-6 AVERAGE TICF: 232
AVERAGE TASKS PERFORMED: 173

TASKS ARE LISTED IN DESCENDING ORDER OF PERCENT MEMBERS PERFORMING:

TASKS		PERCENT MEMBERS PERFORMING
C72	WRITE APR	92
B27	COUNSEL PERSONNEL ON MILITARY-RELATED PROBLEMS	89
A6	DETERMINE WORK PRIORITIES	86
B28	COUNSEL PERSONNEL ON PERSONAL PROBLEMS	86
A23	WRITE EVALUATION REPORTS	85
B45	INTERPRET POLICIES FOR SUBORDINATES	85
A22	SCHEDULE WORK ASSIGNMENTS	82
A10	ESTABLISH PERFORMANCE STANDARDS FOR SUBORDINATES	78
C49	EVALUATE COMPLIANCE WITH PERFORMANCE STANDARDS	76
A5	DETERMINE SUPPLY REQUIREMENTS	75
A20	SCHEDULE LEAVES	75
D93	MAINTAIN TRAINING RECORDS	75
A3	DETERMINE EQUIPMENT REQUIREMENTS	74
D80	COUNSEL TRAINEES ON TRAINING PROGRESS	71
E110	LOCATE STOCK NUMBERS ON MICROFICHE	70
A4	DETERMINE PERSONNEL REQUIREMENTS	69
C64	INDORSE AIRMAN PERFORMANCE REPORTS (APR)	68
A1	ASSIGN PERSONNEL TO DUTY POSITIONS	68
B25	CONDUCT SAFETY BRIEFINGS	68
A8	DEVELOP WORK METHODS OR PROCEDURES	66
A2	ASSIGN SPONSORS FOR NEWLY ASSIGNED PERSONNEL	66
E109	LOCATE PART NUMBERS IN TECHNICAL PUBLICATIONS	66
D76	ASSIGN ON-THE-JOB TRAINING (OJT) TRAINERS	65
C66	INSPECT CONSOLIDATED TOOL KITS (CTK)	64
E140	MAKE ENTRIES ON SUPPLY TURN-IN OR ISSUE FORMS, SUCH AS AF FORM 2005, OR DD FORM 1150	62
C47	ANALYZE WORKLOAD REQUIREMENTS	62
B41	IMPLEMENT SAFETY PROGRAMS	62
C63	EVALUATE WORK SCHEDULES	61
D81	DEMONSTRATE HOW TO LOCATE TECHNICAL INFORMATION	61
D77	CONDUCT OJT	61

TABLE III

GROUP NUMBER AND TITLE: STG016, QUALITY ASSURANCE INSPECTOR
GROUP SIZE: 8 PERCENT MEMBERS OF SAMPLE: 5%
AVERAGE GRADE: E-6 AVERAGE TICF: 152
AVERAGE TASKS PERFORMED: 25

TASKS ARE LISTED IN DESCENDING ORDER OF PERCENT MEMBERS PERFORMING:

TASKS		PERCENT MEMBERS PERFORMING
C56	EVALUATE MAINTENANCE OF EQUIPMENT	95
G215	INSPECT AVIONIC EQUIPMENT FOR CORROSION	85
E105	INSPECT AFTO FORMS 244 (INDUSTRIAL/SUPPORT EQUIPMENT RECORD)	85
G217	INSPECT EQUIPMENT SHOCK MOUNTS	85
C66	INSPECT CONSOLIDATED TOOL KITS (CTK)	81
H265	INSPECT MOCKUPS	78
A23	WRITE EVALUATION REPORTS	72
B35	DIRECT QUALITY ASSURANCE PROGRAMS	72
G229	LOCATE MAINTENANCE INFORMATION IN AIR FORCE TECHNICAL ORDERS	71
C49	EVALUATE COMPLIANCE WITH PERFORMANCE STANDARDS	67
G216	INSPECT DESICCANT CRYSTALS	67
D81	DEMONSTRATE HOW TO LOCATE TECHNICAL INFORMATION	65
C68	INVESTIGATE INCIDENTS	64
C55	EVALUATE MAINTENANCE INSPECTION REPORT FINDINGS	60
A19	SCHEDULE INSPECTIONS	60
H264	INSPECT MOCKUP WIRING	60
E139	MAKE ENTRIES ON AFTO FORMS 781 SERIES (AIRCRAFT FORMS)	60
E142	PREPARE AFTO FORMS 22 (TECHNICAL ORDER SYSTEM PUBLICATION IMPROVEMENT REPORT AND REPLY)	60
C74	WRITE SPECIAL REPORTS	56
C61	EVALUATE SUGGESTIONS	51
C67	INVESTIGATE ACCIDENTS	49
G219	INSPECT PARTS RECEIVED FROM SUPPLY	49
E109	LOCATE PART NUMBERS IN TECHNICAL PUBLICATIONS	49
C70	REVIEW EVALUATION REPORTS	47
G220	INSPECT WAVEGUIDES FOR CORROSION OR MOISTURE	47
D90	EVALUATE TRAINING METHODS	44
C59	EVALUATE SAFETY PROGRAMS	44
G218	INSPECT PARTS RECEIVED FROM MANUFACTURERS	44
G255	TEST AND EVALUATE AVIONIC EQUIPMENT	42
D88	EVALUATE OJT TRAINEES	42

APPENDIX D

SELECTED REPRESENTATIVE TASKS PERFORMED BY AIR NATIONAL GUARD PERSONNEL IN AFSC 328X1 CAREER LADDER SPECIALITY JOBS

TABLE I

GROUP NUMBER AND TITLE: STG015, GENERAL MAINTENANCE TECHNICIAN CLUSTER
GROUP SIZE: 215 PERCENT MEMBERS OF SAMPLE: 81%
AVERAGE GRADE: E-4 AVERAGE TICF: 123
AVERAGE TASKS PERFORMED: 357

TASKS ARE LISTED IN DESCENDING ORDER OF PERCENT MEMBERS PERFORMING:

TASKS		PERCENT MEMBERS PERFORMING
G259	TRACE CIRCUITS USING SCHEMATICS	97
G250	SAFETY WIRE SYSTEM COMPONENTS	96
J310	BENCH CHECK LOCALIZER RECEIVERS	96
J324	OPERATIONALLY CHECK GLIDESLOPES USING FLIGHTLINE TEST EQUIPMENT (FTE)	96
J308	BENCH CHECK GLIDESLOPE RECEIVERS	95
J331	REMOVE OR INSTALL GLIDESLOPE RECEIVERS	95
G260	TRACE SIGNALS USING WIRING DIAGRAMS	94
E139	MAKE ENTRIES ON AFTO FORMS 781 SERIES (AIRCRAFT FORMS)	94
G258	TEST CONTINUITY OF AVIONIC SYSTEM WIRING	94
G206	CLEAN AVIONIC EQUIPMENT	93
G215	INSPECT AVIONIC EQUIPMENT FOR CORROSION	93
E137	MAKE ENTRIES ON AFTO FORMS 350 (REPARABLE ITEM PROCESSING TAG)	93
G257	TEST CONTINUITY OF AVIONIC SYSTEM COAXIAL CABLES	93
M483	REMOVE OR INSTALL TACAN RT UNITS	93
F162	OPERATE AEROSPACE GROUND EQUIPMENT (AGE), SUCH AS POWER UNITS, HEATERS, OR LIGHT CARTS	93
H263	BENCH CHECK MOCKUP LRU	92
G222	ISOLATE MALFUNCTIONS IN AVIONIC SYSTEMS COAXIAL CABLES	92
J310	BENCH CHECK LOCALIZER RECEIVERS	92
J311	BENCH CHECK MARKER BEACON RECEIVERS	92
G229	LOCATE MAINTENANCE INFORMATION IN AIR FORCE TECHNICAL ORDERS	91
G256	TEST CONTINUITY OF AVIONIC SYSTEM CABLES	91
J304	ALIGN GLIDESLOPE RECEIVERS	91
J347	REMOVE OR INSTALL MARKER BEACON RECEIVERS	91
J323	OPERATE ASSOCIATED SYSTEMS WHILE CHECKING ILS	91
J343	REMOVE OR INSTALL LOCALIZER RECEIVERS	91
M432	BENCH CHECK TACAN RT UNITS	91
G208	CLEAN LINE REPLACEABLE UNITS (LRU)	90
G223	ISOLATE MALFUNCTIONS IN AVIONIC SYSTEMS WIRING CABLES	90
J306	ALIGN LOCALIZER RECEIVERS	90

TABLE II

GROUP NUMBER AND TITLE: STG023, SUPERVISOR
GROUP SIZE: 13 PERCENT MEMBERS OF SAMPLE: 5%
AVERAGE GRADE: E-6 AVERAGE TICF: 181
AVERAGE TASKS PERFORMED: 86

TASKS ARE LISTED IN DESCENDING ORDER OF PERCENT MEMBERS PERFORMING:

TASKS		PERCENT MEMBERS PERFORMING
B36	DIRECT SHOP MAINTENANCE ACTIVITIES	92
B27	COUNSEL PERSONNEL ON MILITARY-RELATED PROBLEMS	92
E103	COORDINATE FLIGHTLINE MAINTENANCE ACTIVITIES WITH WORKLOAD CONTROL SECTIONS	92
A6	DETERMINE WORK PRIORITIES	92
B45	INTERPRET POLICIES FOR SUBORDINATES	92
A22	SCHEDULE WORK ASSIGNMENTS	92
B29	DIRECT FLIGHTLINE MAINTENANCE ACTIVITIES	85
B37	DIRECT UTILIZATION OF EQUIPMENT	85
D93	MAINTAIN TRAINING RECORDS	85
C66	INSPECT CONSOLIDATED TOOL KITS (CTK)	85
C47	ANALYZE WORKLOAD REQUIREMENTS	85
B28	COUNSEL PERSONNEL ON PERSONAL PROBLEMS	77
A23	WRITE EVALUATION REPORTS	77
C49	EVALUATE COMPLIANCE WITH PERFORMANCE STANDARDS	77
D80	COUNSEL TRAINEES ON TRAINING PROGRESS	77
A8	DEVELOP WORK METHODS OR PROCEDURES	77
D76	ASSIGN ON-THE-JOB TRAINING (OJT) TRAINERS	77
D81	DEMONSTRATE HOW TO LOCATE TECHNICAL INFORMATION	77
A10	ESTABLISH PERFORMANCE STANDARDS FOR SUBORDINATES	69
B25	CONDUCT SAFETY BRIEFINGS	69
B41	IMPLEMENT SAFETY PROGRAMS	69
A5	DETERMINE SUPPLY REQUIREMENTS	62
A1	ASSIGN PERSONNEL TO DUTY POSITIONS	62
D77	CONDUCT OJT	62

TABLE III

GROUP NUMBER AND TITLE: STG011, QUALITY ASSURANCE INSPECTOR
GROUP SIZE: 11 PERCENT MEMBERS OF SAMPLE: 4%
AVERAGE GRADE: E-6 AVERAGE TICF: 94
AVERAGE TASKS PERFORMED: 28

TASKS ARE LISTED IN DESCENDING ORDER OF PERCENT MEMBERS PERFORMING:

TASKS		PERCENT MEMBERS PERFORMING
A19	SCHEDULE INSPECTIONS	91
C56	EVALUATE MAINTENANCE OF EQUIPMENT	82
C66	INSPECT CONSOLIDATED TOOL KITS (CTK)	82
E105	INSPECT AFTO FORMS 244 (INDUSTRIAL/SUPPORT EQUIPMENT RECORD)	73
B35	DIRECT QUALITY ASSURANCE PROGRAMS	73
C55	EVALUATE MAINTENANCE INSPECTION REPORT FINDINGS	73
E142	PREPARE AFTO FORMS 22 (TECHNICAL ORDER SYSTEM PUBLICATION IMPROVEMENT REPORT AND REPLY)	73
C68	INVESTIGATE INCIDENTS	64
C59	EVALUATE SAFETY PROGRAMS	64
A8	DEVELOP WORK METHODS OR PROCEDURES	64
E132	MAINTAIN TECHNICAL ORDER (TO) FILES	64
D81	DEMONSTRATE HOW TO LOCATE TECHNICAL INFORMATION	55
E150	PREPARE SF 368 (QUALITY DEFICIENCY REPORT (CATEGORY II)	55
B45	INTERPRET POLICIES FOR SUBORDINATES	55
A23	WRITE EVALUATION REPORTS	45
C49	EVALUATE COMPLIANCE WITH PERFORMANCE STANDARDS	45
E139	MAKE ENTRIES ON AFTO FORMS 781 SERIES (AIRCRAFT FORMS)	45
C67	INVESTIGATE ACCIDENTS	45
G215	INSPECT AVIONIC EQUIPMENT FOR CORROSION	36
G217	INSPECT EQUIPMENT SHOCK MOUNTS	36
G216	INSPECT DESICCANT CRYSTALS	36
C74	WRITE SPECIAL REPORTS	36
E109	LOCATE PART NUMBERS IN TECHNICAL PUBLICATI[illegible]	36
C70	REVIEW EVALUATION REPORTS	36
R763	ALIGN STATION KEEPING EQUIPMENT (SKE) ANTENNA PEDESTALS	36

TABLE IV

GROUP NUMBER AND TITLE: STG064, MAINTENANCE CONTROLLER
GROUP SIZE: 5 PERCENT MEMBERS OF SAMPLE: 2%
AVERAGE GRADE: E-5 AVERAGE TICF: 137
AVERAGE TASKS PERFORMED: 10

TASKS ARE LISTED IN DESCENDING ORDER OF PERCENT MEMBERS PERFORMING:

TASKS		PERCENT MEMBERS PERFORMING
E102	ASSIGN JOB CONTROL NUMBERS	100
E103	COORDINATE FLIGHTLINE MAINTENANCE ACTIVITIES WITH WORKLOAD CONTROL SECTIONS	100
E127	MAINTAIN SPECIALIST DISPATCH BOARDS	80
E128	MAINTAIN STATUS BOARDS	80
B33	DIRECT MAINTENANCE OF STATUS BOARDS	80
E136	MAKE ENTRIES ON AFTO FORMS 349 (MAINTENANCE DATA COLLECTION RECORD)	80
E122	MAINTAIN PARTLY MISSION CAPABLE SUPPLY (PMCS) STATUS OF REQUISITIONED PARTS	60
E139	MAKE ENTRIES ON AFTO FORMS 781 (AIRCRAFT FORMS)	40
A6	DETERMINE WORK PRIORITIES	40
A22	SCHEDULE WORK ASSIGNMENTS	40
E111	MAINTAIN AF FORMS 864 (DAILY REQUIREMENT AND DISPATCH RECORD)	20
E121	MAINTAIN NOT MISSION CAPABLE SUPPLY (NMCS) LISTINGS	20
R763	ALIGN STATION KEEPING EQUIPMENT (SKE) ANTENNA PEDESTALS	20
E110	LOCATE STOCK NUMBERS ON MICROFICHE	20
A5	DETERMINE SUPPLY REQUIREMENTS	20
E104	IDENTIFY PARTS USING ILLUSTRATED PARTS BREAKDOWN (IPB)	20
E109	LOCATE PART NUMBERS IN TECHNICAL PUBLICATIONS	20
E132	MAINTAIN TECHNICAL ORDER (TO) FILES	20